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ABSTRACT

This report presents results from the first comprehensive follow-up survey of employers of graduates from Pennsylvania College of Technology (PCT), based on surveys of 279 employers of graduates from 1991-92 and 219 employers of graduates from 1992-93. Following an executive summary, part II describes the survey methodology, indicating that the employer pool was developed from graduates employed in jobs related to their education, and provides a detailed analysis of findings. Part III presents data tables of employer response rates and perceptions of the graduates' skills and preparation. Finally, part IV presents tables of employer ratings of graduates by program and school. Highlighted findings include the following: (1) for all 498 respondents measuring 18 categories of job skills, 75% indicated that their graduate employee performed well or extremely well; (2) for the 213 employers from the 1992-93 sample and the 251 from the 1991-92 sample who were able to compare PCT graduates to others doing similar work, 52.4% and 59.3%, respectively, indicated that they were better prepared than other employees; (3) as job openings occur, approximately 50% of the respondents indicated that they would give preference or offer promotions to PCT graduates, while only 20% would not; and (4) technical content skills were most important to employers in determining if they would be likely to offer promotions to PCT graduates. The questionnaire and cover letters are appended. (HAA)

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Institutional Research

GRADUATE EMPLOYER SURVEY REPORT
1991-92/1992-93

Office of Strategic Planning and Research

Pennsylvania College of Technology

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GRADUATE EMPLOYER SURVEY REPORT
1991/92-1992/93

PENNSYLVANIA COLLEGE OF TECHNOLOGY
Office of Strategic Planning & Research

Published November 1996

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY REPORT
1991/92-1992/93

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(*) Part IV is included in the full report, excluded from the condensed report

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY REPORT
1991/92 - 1992/93

This report presents results of the first comprehensive follow-up survey of Pennsylvania College of Technology (Penn College) graduate employers. A fundamental goal of higher education, particularly technical colleges, is to prepare students for productive careers, to the mutual benefit of individuals and employers. The philosophy of Penn College, as stated in its Catalog, reflects this principle:

> education should help individuals develop...technical excellence, occupational proficiency, and academic ability; ...competent performance...benefits the organizations and communities in which individuals work and live (p.3).

Because students represent the primary constituency of any college, the Office of Strategic Planning and Research (OSPR) has routinely administered an array of student surveys to gain their input. Employers represent another constituency, with a potentially different perspective on the College. While employer input is gathered on a program by program basis through advisory boards and other means, the College has not previously collected such input in any broad, uniform way.

The need for a comprehensive method of gathering employer input was emphasized in the 1992 Middle States Self-Study Report, which recommended the College "initiate new data collection and analysis methods focused towards improvements in teaching and learning, including ...an employer survey to assess student competence and provide feedback for improvement in the curriculum" (p.94). The rationale for this recommendation was that existing surveys were not specifically confined to purposes related to teaching and learning, and therefore additional measures were needed. An employer survey would provide longer term measures of college outcomes and academic achievement. In summary, the purposes of this survey are:

1) to obtain employer input regarding graduate job preparation;
2) to assess student competence and provide feedback for curricular improvement in teaching and learning;
3) to provide longer term measures of college outcomes.

Data from this first administration of the employer survey has already been used. Program specific data has been used by the Outcomes Assessment Office, in conjunction with academic offices and faculty, in the annual program review process. This report presents a summary and analysis of the aggregate results of the first comprehensive Penn College Employer follow-up survey. The report is divided into five parts:

Part I	Executive summary and conclusions
Part II	Detailed analysis and findings
Part III	Summary tables for all graduate employers
Part IV	Program major tables organized by academic school
Part V	Appendices.

Two versions of this report have been published. The full report contains all five sections. The condensed version omits Part IV.

PART I

EXECUTIVE SUMMARY

EXECUTIVE SUMMARY

Overall, employers feel Penn College graduates perform well on the job. Of some 500 employers measuring 18 categories of job skills, 75% stated their graduate employee performed well or extremely well. Of those able to compare Penn College graduates to others doing similar work, well over half stated they were better prepared than other employees, and only 14% were less prepared. As job openings occur, about half of the employers would give preference or offer promotions to Penn College graduates, and only 20% would not give preference or promotions. Virtually no employers would specifically avoid Penn College graduates, and only 5% were unsure of doing so. However, employers were unlikely to offer a higher starting wage to Penn College graduates: 17% would, nearly half would not.

Employers feel Penn College graduates are strongest in adaptive abilities, such as dependability, learning new skills, and putting in a full week of work. The graduates' biggest shortcomings are in functional skills, such as leadership, decision making, and problem solving.

Technical content skills were most important to employers in determining if they would be likely to offer promotions to Penn College graduates. These technical abilities consist of the specific skills, knowledge, and use of equipment graduates need to perform their job.

Overall, job skills of more recent, less experienced graduates were rated slightly higher than those with a year more experience. However, more experienced graduates were rated higher in preparation compared to similar employees. This could indicate that graduate skills erode somewhat as their college experiences become more distant, but is more likely due to differing employer expectations for employees with more experience. More experienced graduates are rated higher in technical content skills (knowledge, skills, use of equipment). However, these graduates are rated lower than more recent ones in communication and interpersonal skills, support of company goals and dependability.

Employers tend to pay higher wages to those who excel in technical content areas (knowledge, use of equipment, skills to perform job) and functional skills (leadership, interpersonal skills with supervisors, decision making, problem solving). Adaptive traits, in which the College graduates are strongest, are less valuable in terms of salary.

Graduates basically agree with employers in their overall assessment. Employers generally rated graduates who admit lacking specific skills lower than others in numerous skill areas, particularly technical content and functional skills. Overall job satisfaction is closely tied to employer perceptions of their math, communication and interpersonal skills, putting in a full week of work, and support of company goals.

Student grades are the best predictors of graduate job performance in all 18 areas assessed by the employers. Compared to certificate graduates, associate degree recipients show superior math and reading skills, independence, decision making and support of company goals. Employers in more technical fields (Construction, Industrial, Natural Resources, Transportation) appear to have higher expectations than those in more non-technical fields (Business, Computer, Health, Hospitality, Integrated Studies). Graduates from technical majors are rated lower in technical content skills, but higher in preparation relative to similar employees.

PART II

DETAILED ANALYSIS
&
FINDINGS

DETAILED ANALYSIS & FINDINGS

Following are major findings of the survey. All statements using the term "significant" are based on statistical tests at 5% error levels. This analysis does not present all possible inferences to be drawn from the data. Readers are encouraged to examine the data tables following this section. Source data files and output are available for review in the Office of Strategic Planning and Research.

The pool of employers surveyed was based on data collected from the 1991/92 and 1992/93 graduate surveys. Because the majority of students graduate in May, for the remainder of this report the 1991/92 graduates will be referred to as the 1992 (or '92) graduates, and likewise the 1992/93 graduates will be referred to as the 1993 ('93) graduates. Throughout the report, if a measure is cited without reference to the 1991/92 or 1992/93 graduate population, that measure represents an average of the two populations.

GENERAL INFORMATION (Tables 1A - 5)

Tables 1A, 1B and 1C track how the total pool of college graduates was narrowed down to the population of employers surveyed. Table 1A shows that of the 1093 graduates in 1992/93, 912 responded to the graduate survey conducted in 1993/94. Among the respondents, 697 indicated they were employed, 571 (82%) in jobs either directly or indirectly related to their major. Of those 571 graduates working in their field, 545 (95%) provided information identifying their employer. Of those 545 providing employer data, 318 (58%) signed a release granting the College permission to contact their employer. Thus, from an original pool of 1093 graduates in 1992/93, 318 graduate employers were surveyed (p.21).

Table 1B similarly tracks the pool of employers of 1991/92 graduates. Of 1115 graduates, 910 responded to the graduate survey between October 1992 and February 1993, 720 indicated they were employed, and 576 (80%) held related jobs. Of those, 527 (91%) identified their employer, and 397 (75%) granted permission to contact their employer (p.25). This 75% rate of permission waivers from 1991/92 graduates is significantly higher than the 58% rate from 1992/93 graduates. It is unclear why there was such a difference between the two populations.

Table 1C displays the employer survey response rates by school, major and degree level, and their proportion of all graduates employed in a related field. For 1992/93 graduates, of the 318 employers surveyed, 219 (69%) responded. This represents 38% of the total population of graduates who were employed in their field (571).

For 1991/92 graduates, of 397 employers surveyed, 279 (71%) responded. This represents 48% of the total population of graduates employed in their field (576). While response rates for both classes of graduate employers were similar (69% and 70%), the 1992 respondents represent nearly half of all graduates in related employment, while the 1992/93 respondents represent only 38% (p.29). This is due to the significant difference in the proportion of graduates who granted permission to contact their employers.

Actually, a number of respondents merely indicated that the graduate was no longer (if ever) employed there, and otherwise left the survey blank. Assuming graduates provided accurate employment information, this enables an estimate of how many employed graduates change jobs or lose jobs within one to two years of graduation. Seven (3%) of the '93 graduates were no longer with their initial employer one year after graduation, compared to 31 (11%) of the '92 graduates who departed within two years.

Tables 2 through 5 present graduate employer distributions and response rates based on employment information originally detailed in Tables 10, 11, 13 and 15 from the 1991/92 and 1992/93 Graduate Survey Reports. Table 2 shows the distribution and response rates of employers by geographic area and county (pp.30-31). The proportion of employers in Lycoming county dropped from one-third in 1991/92 to one-fourth in 1993. In both years, roughly one half of all employers were in the immediate 10-county area. Some 14% of the employers were located in the south-eastern counties, and another 15% in central Pennsylvania. About 6% of the employers were out-of-state. Not surprisingly, local Lycoming county employers were somewhat more likely to respond to the survey (77% - 70%). Otherwise response rates did not greatly vary from region to region.

Table 2A presents a list of the employers that hired more than two graduates from the 1992 and '93 classes. Hospitals and nursing homes represent the three largest graduate employers (Williamsport Hospital-31, Divine Providence Hospital-22, Lock Haven Hospital-14), and 11 of the top 15 employers. Penn College (13) itself is the largest non-medical employer of its own graduates, followed by Construction Specialties Group in Muncy (9), Brodart (8), and Tioga County Human Services Agency in Wellsboro (8). Outside the immediate ten-county area, Centre Community Hospital in State College (6) and Hershey Medical Center (5) are the largest employers, while Quala-Die in St. Mary's (4) is the largest non-medical employer outside the local area (p.32).

Table 3 shows that 86% of the employers hired graduates full-time, while 14% were part-time (p.33). Table 4 shows that roughly 80% of the employers hired graduates for positions they considered to be directly related to their education, while 20% were indirectly related (p.33). Employers that hired graduates for part-time or indirectly related positions were somewhat less likely to respond (67%, 63% respectively).

Table 5 shows that over three-fourths of the full-time employed graduates indicated their annual salary. Average salaries employers paid graduates increased from $17,194 in 1991/92 to $18,322 in 1992/93 (p.34). Response rates did not vary consistently by salary level.

While there were minor variations in response rates according to these background factors, none of those variations were statistically significant. Thus, the employer survey responses may be considered to be representative of the entire population of graduate employers.

ANALYSIS OF EMPLOYER RESPONSES

Statistical analyses of the employer survey responses proceeded from the following framework. First, response frequencies and mean ratings for each survey item were examined, compared to one another, and any inter-relationships were explored. Then, response variations were examined according to year of graduation, which was the primary factor used to organize presentation of the survey response data tables in Part III: Tables 6A through 9 show responses to each item by year of graduation.

Variations in employer responses related to other relevant factors were also analyzed, though separate data tables detailing employer responses according to these other factors are not included. Objective employment factors, such as employment location, full-time/part-time status, and salary were the first such factors analyzed. Second, subjective graduate perceptions of employment were examined, such as relationship of job to major, perceived lack of skills, and job satisfaction. Third, objective graduate enrollment factors were examined, such as major, degree level and cumulative grade point average (GPA). Fourth, subjective graduate perceptions of their college experience were examined, such as ratings of instruction and relevant college services. Finally, pre-college characteristics of the graduates were examined, such as race, gender, age and high school rank.

When examining graduate job skills, Murphy and Jenks (1983) define three general types of skills needed for successful job performance: **technical content** skills, **non-technical functional** skills, and **non-technical adaptive** skills. Technical content skills are those limited to a particular job setting. Non-technical functional skills are task-related, transferable competencies, not limited to a specific setting. Adaptive skills involve personal traits which employees use to interact with their environment. These classifications were used throughout the report to simplify and summarize the results. Using these definitions, the employer survey items (see survey form in Appendix) were classified as follows:

Type of skills	#	Survey Item
Technical content	1	Skills to perform job
	2	Use of equipment
	3	Knowledge to perform job
Functional	4	Communication skills
	5	Math skills
	8B	Ability to solve problems
	8D	Ability to make decisions
	8G	Leadership
Adaptive	7	Ability to learn new skills
	8A	Dependability
	8C	Ability to work independently
	8E	Supports company goals
	8F	Puts in full week of work
Functional/adaptive	6	Interpersonal skills

Employer Responses - Frequencies & Mean Ratings (Tables 6A - 9)

Overall, employers felt the graduates performed well on the job. Nearly three-fourths stated they performed well (38%) or extremely well (36%) across 18 job skill measures (Tables 6A, 6B). On a scale of 1 (performs poorly) to 5 (performs extremely well), the mean rating was 4.04 (p.37).

Of those who compared Penn College graduates to other employees doing similar work, over half (56%) stated they were better prepared than others, 14% less well prepared. Another 22% of the employers had no basis for comparison (Table 7). In order to compare sub-groups, responses were assigned values as follows: better prepared=3; no visible difference=2; less prepared=1. The overall mean rating was 2.42 (p.38).

Six specific job skill measures differed significantly from the overall performance ratings. Employers consistently rated Penn College graduates highest in non-technical, adaptive areas (Table 6C, p.37):

- puts in full week of work (4.40);
- dependability (4.38);
- ability to learn new skills (4.25).

The latter ability might be of particular importance considering the fast-paced nature of change which occurs in many technology fields.

The three areas in which employers consistently rated Penn College graduates lowest were in non-technical, functional skill areas:

- leadership (3.62);
- decision making ability (3.77);
- problem solving ability (3.89).

While technical and adaptive skills are important, employer ratings show graduates need the most improvement in basic functional abilities.

As openings occur, employers would be almost equally likely to give preference or offer promotions to Penn College graduates. About half would give preference, 20% would not give preference, and the remainder were unsure (Table 8, p.39). These proportions are similar to those reporting Penn College graduates were better prepared than other employees, less prepared, and not visibly different. As with Table 7, for comparison, responses were assigned numeric values: yes=3; unsure=2; no=1. The mean rating for giving preference for openings to Penn College graduates was 2.28, while for offering promotions the rating was 2.25.

These percentages and ratings reversed when employers were asked about offering a higher starting wage to Penn College graduates. Nearly half would not offer more money, 17% would offer more, the rest were unsure. Less than 1% would avoid a Penn College graduate, and only 5% were unsure of avoiding them. The mean rating for offering higher wages was 1.74, while for avoiding Penn College graduates the rating was only 1.07.

Employers were also asked, in an open-ended format, what special skills Penn College graduates brought to the job (item #11) and what training, coursework or knowledge they lacked (#12). Table 9 (p.40) summarizes the

major points repeated by employers college-wide. This summary is not intended to be comprehensive, but merely presents the most common themes expressed by employers. A complete set of all open-ended responses and comments, organized by school and major, and edited for confidentiality, have been published under separate cover and circulated on a limited basis. For the most part, these open-ended responses were consistent with the quantitative employer ratings previously discussed.

Employer Responses - Interrelationships

Nearly all of the survey items were highly correlated with one another, indicating that the employer responses were very consistent. The questions concerning employer avoidance of, or promotion of Penn College graduates were correlated to other items, but not nearly as strongly or consistently as other items. The items most strongly correlated to promotion of Penn College graduates were math skills, skills and knowledge to perform job, reading and listening, ability to learn new skills and work independently, and use of equipment. This represents a broad mix of traits, but technical content skills appear to be most consistently related to offering promotions.

Five items were most strongly correlated to avoidance of Penn College graduates. Employers who would either definitely avoid or were unsure about avoiding Penn College graduates rated these items significantly lower than did other employers:

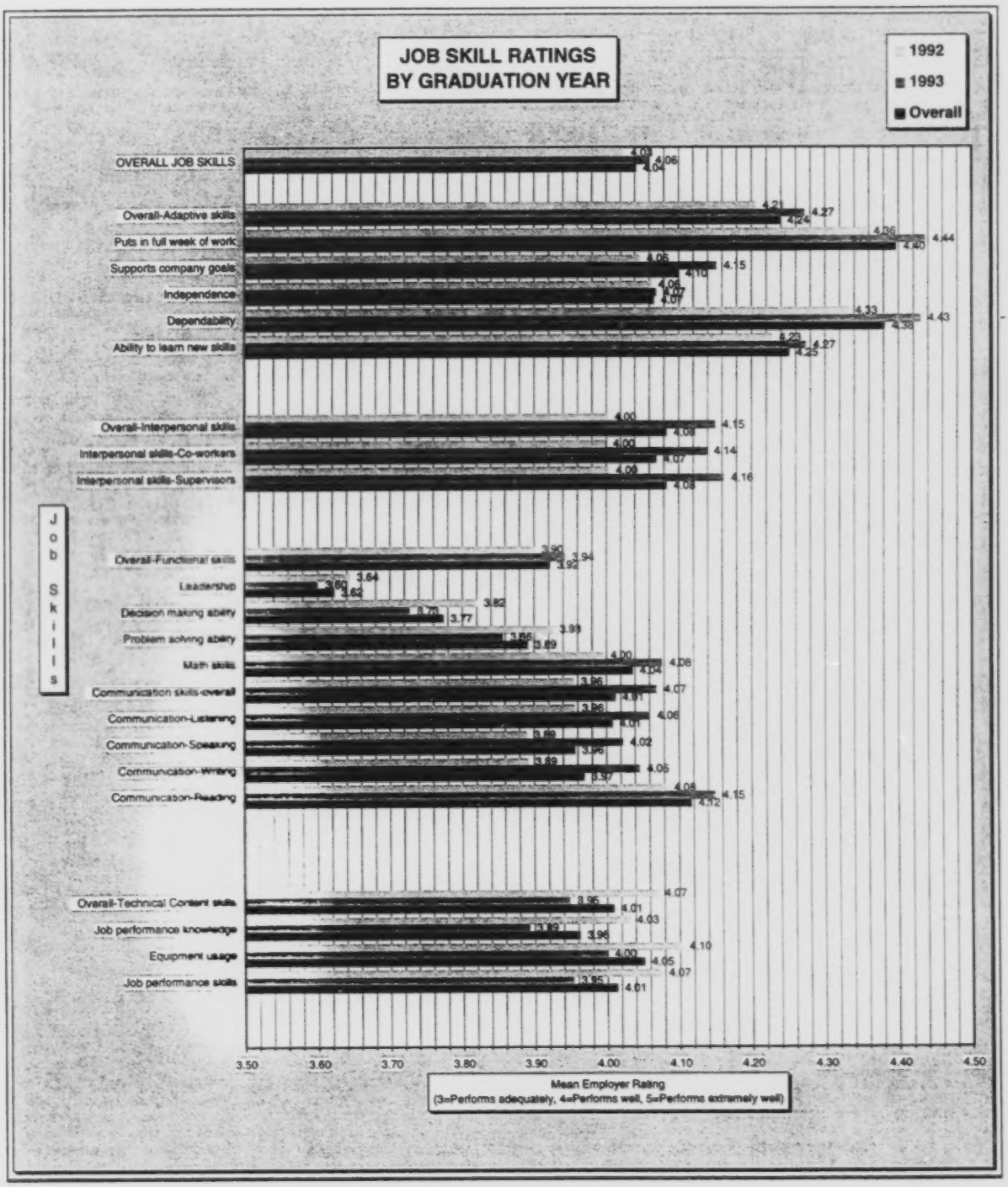
- independence (3.39 - 4.07);
- puts in full week of work (3.91 - 4.40);
- dependability (3.91 - 4.38);
- leadership (3.04 - 3.62);
- knowledge to perform job (3.52 - 3.97).

Differences Related to Graduation Year (Tables 6A - 9)

A key point to keep in mind throughout this report is the nature of the difference between the two classes of graduates evaluated. First, the 1992/93 and 1991/92 graduate classes constitute different groups of students, with similar but slightly different backgrounds. Second, because they graduated a year apart, they received similar, but slightly different, educational experiences at the College. Given the relatively consistent enrollment patterns and results of the annual graduate survey, these minor differences would likely result in only minor, trivial differences in employment status.

A more important and less obvious difference relates to the timeframe in which the employers were surveyed. Each graduating class is typically surveyed 6 to 12 months after graduation. Thus the 1992 graduates were surveyed during the Fall and Winter of 1992/93. The '93 graduates were surveyed a year later, in the Fall and Winter of 1993/94. However, employers of the '92 and '93 graduates were surveyed at the same time. Thus, employers of 1992 graduates were assessing those graduates after roughly 13 to 24 months on the job. 1993 employers were assessing those graduates after only 1 to 12 months on the job. Therefore, differences between the '92 and '93 graduates are most likely due to differences in the amount of time on the job and the amount of time since graduating.

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY



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Interestingly, employers rated the 1993 graduates, with one year's less experience in their jobs, slightly higher overall (4.06) than the more experienced '92 graduates (4.03). Two possibilities come to mind. On the one hand, if employers rated newer employees against the same standard as those with more experience, it would seem that graduate skills must gradually deteriorate somewhat after leaving College. On the other hand, some employers might apply a different standard to more experienced employees than they apply to newer hires. Many employers probably expect less from a new recruit than they do from an employee in their second year, and thus might rate experienced employees using a higher standard. They might be rating graduate performance based on expectations given the amount of experience on the job, rather than using the same benchmark for both groups.

The possible differences between the two graduate classes becomes more complex when examining specific employer measures. While the more recent graduates were rated slightly higher overall, this was not a consistent pattern across all performance areas. The more experienced graduates were rated higher on several key measures (Table 6C, p.37, graph, p.10).

The more experienced '92 graduates were rated significantly higher than the '93 graduates in the technical content areas:

- knowledge to perform job (4.03 - 3.89);
- use of equipment to perform job (4.10 - 4.00);
- skills to perform job (4.07 - 3.95).

The more recent '93 graduates were rated significantly higher in interpersonal skills and communication:

- interpersonal skills-supervisors (4.16 - 4.00);
- interpersonal skills-co-workers (4.14 - 4.00);
- communication skills-writing (4.05 - 3.89);
- communication skills-speaking (4.02 - 3.89);
- communication skills-listening (4.06 - 3.96).

More recent graduates were also rated significantly higher in two areas of adaptive skills: support of company goals (4.15 - 4.05), and dependability (4.43 - 4.33). The '92 graduates were rated slightly higher on only three other measures: decision making ability, problem solving ability, and leadership.

In summary, employers considered the more experienced 1992 graduates stronger than their 1993 counterparts in technical skills and functional behavior. However, the less experienced 1993 graduates were rated relatively stronger in adaptive traits and interpersonal communications.

As put forth earlier, one of the questions to be addressed is whether these differences indicate absolute differences in workplace skills and behaviors, or whether they indicate relative differences in employer expectations. When asked to compare the Penn College graduate to other employees doing similar work (p.38), the '92 graduates were rated somewhat higher, though not significantly so (2.47 - 2.36). While just over half of the '93 graduates were considered better prepared than other

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employees, nearly 60% of the '92 graduates were considered better. Thus, although they rated lower in some specific skills and behaviors, the '92 graduates were rated higher than the '93 graduates relative to other employees. This contradiction would seem to lend support to the idea that employers are using a different standard when rating the specific skill areas of more experienced graduate employees.

In the open-ended questions regarding special skills brought to the job (item #11), experience was surprisingly noted by employers of the more experienced '92 graduates slightly less often than it was of the '93 graduates (p.40). Likewise, the '92 graduates were cited slightly more often for lack of experience than the '93 graduates. Other areas in which the '93 graduates were noted more frequently include attitude and work ethic, and business knowledge. The '92 graduates were noted more often for organization, dependability and clerical skills.

The '92 graduates were cited more often for lack of efficiency, communication, particularly writing, and interpersonal skills. This largely confirms the quantitative data from Table 6B. The primary areas in which '93 graduates were cited more often than '92 graduates were in lack of teamwork and cooperation.

Differences Related to Objective Employment Factors

The annual graduate survey asks students for objective employment data, such as geographic location, full-time/part-time status, and salary. Geographic area did not significantly effect employer responses, but salary and full-time/part-time status did. Comprehensive data tables supporting this and the following sections are not included in this report; only statistically significant items and values are discussed.

Employers hiring graduates full-time rated overall job performance (4.07-3.87) and preparation (2.45 - 2.10) significantly higher than those providing part-time work. Perhaps because full-time employees gain work experience at a faster rate than part-timers by virtue of working more hours, differences between the two are similar to those between the more experienced '92 and less experienced '93 graduates. Specifically, full-timers are stronger than part-timers in skills to perform job (4.06-3.75), use of equipment (4.09 - 3.84) and knowledge to perform job (3.99-3.81). Full-timers are also rated significantly higher in math skills (4.06 - 3.87) and communication (4.03 - 3.85). These findings persist even when other interrelated factors are statistically controlled for.

Graduate salaries were significantly related to several employer ratings, even with other factors controlled for. Low-income graduates (<$15,000) were rated lower in functional and technical content skill areas:

- leadership (3.51 - 3.79);
- interpersonal skills with supervisors (3.94 - 4.20);
- decision making (3.67 - 3.92);
- problem solving (3.83 - 4.03);
- knowledge to perform job (3.85 - 4.11);
- use of equipment (4.00 - 4.15);
- skills to perform job (3.94 - 4.13).

The absence of adaptive traits from this list is conspicuous because those are the skills in which Penn College graduates are rated highest. In other words, salaries are relatively unrelated to the skill areas in which Penn College graduates are considered strongest.

Differences Related to Subjective Graduate Employment Factors

In addition to collecting relatively objective data regarding jobs, the graduate survey asks for more subjective information, such as the perceived relationship between job and major, perceived lack of job skills, and level of job satisfaction.

Overall, there was no significant difference between employer ratings of graduates in directly or indirectly related jobs. However, graduates in directly related jobs were surprisingly rated lower in several key ways, particularly in technical content areas. Most notably, graduates working directly in their field were rated significantly lower in skills to perform their job (3.99 - 4.18). They were also rated lower in knowledge (3.94 - 4.10) and use of equipment to perform job (4.03 - 4.16). These findings persist when other factors are statistically controlled for.

Graduates in directly related jobs were rated significantly higher in adaptive areas such as supporting company goals (4.13 - 3.90), leadership (3.65 - 3.51), dependability (4.39 - 4.27), putting in a full week of work (4.41 - 4.29), and interpersonal skills (4.08 - 4.00). However, those in directly related jobs were rated somewhat lower in preparation compared to other employees (2.39 - 2.55).

One explanation for these findings is the variance in individual graduate definitions of directly and indirectly related employment. Another possibility is that those in indirectly related jobs might be in fields that do not always require a college degree, thus the skills and knowledge they bring may be more than their employers expect. On the other hand, those in directly related jobs seem to have a stronger commitment to their work, perhaps because they perceive themselves to be directly involved in the actual type of work they were trained for.

There was remarkable consistency between employer ratings and graduate acknowledgment of lacking specific job skills. Overall, employer job skill ratings were significantly lower for graduates who themselves indicated a lack of skills (3.75-4.14). In particular, 13 of the 18 technical skill areas were significantly lower for those self-identified as lacking skills, even when other factors were controlled for. The only exceptions were: interpersonal skills with co-workers, dependability, support of company goals, putting in a full week of work, and leadership. These are primarily adaptive traits which graduates might not consider as true job skills. Graduates admitting a lack of skills were also rated significantly lower in preparation relative to other employees.

Employer ratings are unrelated to graduate satisfaction with the nature of their work, working conditions and relationships. However, overall job satisfaction and satisfaction with salary and benefits are related. Graduates satisfied with salary and benefits are rated significantly higher by employers as follows: interpersonal skills-supervisors (4.14 - 3.97), decision making (3.85 - 3.68), leadership (3.69 - 3.52), and job

knowledge (4.03 - 3.88). Not surprisingly, these are the same four areas most strongly associated with higher salaries.

While satisfaction with salary and benefits was strongly related to employer ratings, overall job satisfaction was even more significantly related, when controlled for other factors. Graduates satisfied overall with their job were rated higher than dissatisfied graduates in:

- math skills (4.07 - 3.69);
- support of company goals (4.13 - 3.76);
- puts in full week of work (4.43 - 4.09);
- communication-combined rating (4.04 - 3.69);
- interpersonal skills-combined (4.11 - 3.74).

Differences Related to Objective Enrollment Factors

By far, cumulative grade point average (GPA) is the most significant factor positively correlated with all 18 of the specific skill areas, even when controlled for other factors. While employers may consider GPA as one criteria used in hiring decisions, it is highly unlikely that knowledge would effect their evaluation of on-the-job performance one to two years after graduation. Overall, this finding seems to provide strong evidence that faculty use appropriate and meaningful grading standards, in terms of preparing graduates for the workplace.

Responses were also significantly related to degree level, even when controlled for other factors. In particular, employers rated associate degree graduates much higher than certificate graduates in:

- math skills (4.10 - 3.82);
- independence (4.13 - 3.85);
- support of company goals (4.14 - 3.93);
- decision-making (3.83 - 3.59);
- reading (4.16 - 3.95).

In some cases, a primary difference between related associate degree and certificate majors are the math and communications requirements. Thus the findings concerning math and reading skills should be no surprise.

Several other OSPR reports have documented fundamental differences between students in the "technical" and "non-technical" major areas. In this simplified view, technical refers to majors and students in the Construction/Design, Industrial/Engineering, and Natural Resources/ Transportation (NRT) schools. Non-technical refers to Business/Computer, Health Science, Hospitality, Integrated Studies, and North Campus majors.

It must be stressed that employers in different fields have different needs and expectations. Thus, rating differences are not absolute. For example, Integrated Studies graduates were rated lowest in math skills. This does not necessarily mean their math skills are poorer than other graduates, but rather their skills are relatively lower than other graduates with respect to what employers need and expect in those fields.

The technical/non-technical split reveals some interesting findings (Table 6C, p.37). Overall, employers rated job skills of non-technical

graduates higher than technical graduates (4.09 - 3.95). Non-technical graduates (excluding North Campus) were rated significantly higher than technical graduates (excluding Natural Resource/ Transportation) in technical content areas, such as skills to perform job (4.13 - 3.90), use of equipment (4.12 - 3.98), and knowledge to perform job (4.12 - 3.80).

On the other hand, compared to other employees, technical graduates were considered better prepared than non-technical graduates (2.51 - 2.33). Beyond these differences however, the technical/non-technical split must be abandoned, and differences examined on a school by school basis.

Employers of Hospitality and Natural Resource/Transportation graduates rated communication skills significantly higher than the College average, while those in Construction, Industrial, Integrated, and North Campus were rated lower. Interpersonal skills were rated significantly higher for Integrated Studies and NRT graduates, while Construction, North Campus and Business were rated lower. Hospitality and Natural Resource Transportation graduates were rated significantly higher in math skills, while Construction, Integrated and North Campus were rated much lower.

In other functional areas (problem-solving, decision making, leadership), Hospitality and Integrated graduates were rated significantly higher, and Construction and North Campus were lower. Likewise, in adaptive areas (learning new skills, dependability, independence, support of company goals, puts in full week of work), Hospitality and Integrated were rated significantly higher, and Construction and North Campus were rated lower.

To summarize significant differences by school (Table 6C, p.37):

Business/Computer - higher in technical content areas (4.15); lower in interpersonal skills (3.98);
Construction/Design - higher in dependability (4.42) and putting in full week of work (4.44); lower in functional skills (3.77), technical content (3.78), interpersonal skills (4.02), ability to learn new skills (4.12), and independence (3.86);
Health Science - higher in knowledge to perform job (4.17), reading (4.24), writing (4.13), and decision making (3.93); lower in putting in a full week of work (4.33);
Hospitality - highest overall rating (4.45), higher in technical content (4.43), communication (4.56), math (4.47), other functional (4.32) and adaptive areas (4.71); lower in interpersonal skills (3.91);
Industrial/Engineering - higher in putting in full week of work (4.44), and learning new skills (4.36); lower in technical content (3.95), and communication (3.96);
Integrated Studies - higher in technical content (4.06), adaptive areas (4.41), interpersonal skills (4.35), problem solving (4.08), decision making (3.90), and leadership (3.80); lower in communication (3.87) and math (3.83);
Natural Resource/Transportation - higher in communication (4.07), math (4.15), interpersonal skills (4.13), and leadership (3.67); lower in job knowledge (3.89), and problem solving (3.82);
North Campus - higher in skills to perform job (4.04) and equipment use (4.17); lower in communication (3.67), inter- personal skills (3.79), math (3.92), adaptive (3.94) and other functional areas (3.56).

Differences Related to Subjective Enrollment Experiences

The graduate survey provides ratings on seven aspects of instruction, as well as various college services provided. College services were not significantly related to employer responses, but instruction was, when controlled for other factors. Instructional quality ratings were strongly correlated to communication and technical content skills: reading, speaking, writing, use of equipment, and job knowledge.

Differences Related to Pre-College Factors

While college can have a positive impact on the job skills and traits of students, the true net effect of college can only be assessed by taking into account students' entering characteristics. Every student brings certain characteristics and skills with them to college, which can also have a positive or negative effect on later job success.

Among the demographic factors examined, race was by far the most highly correlated to employer responses. However, this finding was based on only a handful of minority graduates, making it very difficult to draw any conclusions. Minority graduates were rated significantly lower by employers particularly in adaptive skills. Because of the relatively low number of minority graduates, who tend to cluster in specific major areas, these findings may be due to differences in educational and occupational fields. With rapidly increasing minority enrollments, future employer surveys should present a larger pool of responses to enable a more meaningful analysis of this issue.

Gender was strongly related to seven employer responses. In six of the skill areas, females were rated significantly higher than males:

- knowledge to perform job (4.15 - 3.83);
- skills to perform job (4.13 - 3.93);
- use of equipment (4.13 - 4.00);
- decision making (3.90 - 3.68);
- independence (4.16 - 3.99);
- reading (4.20 - 4.05).

Curiously however, females were rated significantly lower in terms of preparation compared to similar employees (1.65 - 2.05). As with race, this finding is likely related to sex differences in occupational majors.

Age showed no strong relationship to any employer responses. This lack of statistical significance is actually of some importance, because it implies that any prior job experience older graduates may bring to their new job has relatively little impact on employers.

Past graduate studies have shown a correlation between high school rank and GPA. Not surprisingly, like GPA, high school rank was significantly related to nearly all 18 skill areas, particularly the technical content areas. Graduates ranked in the top third of their high school class were rated higher than those in the bottom third in: use of equipment (4.28 - 3.95), knowledge to perform job (4.22 - 3.84), math skills (4.31 - 3.92), problem solving (4.16-3.76), and ability to learn new skills (4.45-4.19).

SURVEY DEVELOPMENT AND DATA PREPARATION

One of the recommendations resulting from the College's 1992 Middle States Self-Study Report was to "initiate new data collection and analysis methods focused towards improvements in teaching and learning, including ... an extended alumni follow-up and an employer survey to assess student competence and provide feedback for improvement in the curriculum" (p.94). The rationale given was that existing surveys were not specifically designed for purposes related to improving teaching and learning, therefore additional measures were needed to assess and improve teaching and learning. Alumni and employer surveys would help provide longer term measures of college outcomes and academic achievement.

The employer survey was developed and administered in 1994, with review and editing provided by several offices on campus including Academic Affairs and the Long Range Planning Committee. The questionnaire (see appendix) consists of 23 closed items and 3 open-ended items.

The survey was initially mailed the week of March 8, 1994 to the survey population of 715 employers whom students from the 1991/92 and 1992/93 graduating classes had granted permission for the College to contact. The following chart shows the number of survey mailings and the response rate for each. Copies of the survey cover letters are in the appendix.

MAILING/ DATE	NUMBER MAILED	CUMULATIVE NUMBER RETURNED	CUMULATIVE RETURN RATE
First Letter March 8, 1994	715	400	55.9%
Second Letter April 18, 1994		498	69.7%

The responses for all 498 usable surveys were edited, coded and entered into an IBM AS/400 mainframe file, which was then queried and merged with demographic and enrollment data for all 1147 graduates employed in related jobs, and down-loaded to a disk file for analysis with a statistical software package. Data tables were entered into spreadsheet files and laser-printed, and duplicating was done in-house.

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PENNSYLVANIA COLLEGE OF TECHNOLOGY

GRADUATE EMPLOYER SURVEY

PART III

SUMMARY TABLES -
General Information

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
TABLE 1A
STATUS OF EMPLOYED GRADUATES
BY SCHOOL & MAJOR
1992/93

SCHOOL/ Degree Level/ Major		Total Grads	Grad Survey Responses	Total Grads Employed	Relation of Job to Major: Unrelated	Related: #	Related: %	Information on Employer Name & Address: Unavailable	Available: #	Available: %	Grad Permission given to Contact Employer: No	Yes: #	Yes: %
BUSINESS & COMPUTER TECHNOLOGIES													
AAS	Accounting	41	34	26	8	18	69%	0	18	100%	9	9	50%
AAS	Business Management	50	44	34	9	25	74%	1	24	96%	7	17	71%
AAS	Computer Information Systems	35	28	12	11	1	8%	0	1	100%	0	1	100%
C1	Computer Operations Technology	5	4	4	1	3	75%	0	3	100%	1	2	67%
AAS	Legal Assistant	17	13	11	3	8	73%	0	8	100%	2	6	75%
AAS	Office Administration/Secretarial	10	8	7	1	6	86%	0	6	100%	4	2	33%
C1	Office Assistant	3	0	0	0	0	0%	0	0	0%	0	0	0%
AAS	Office Informations Systems/Word Processing	15	13	10	4	6	60%	0	6	100%	1	5	83%
AAS	Retail Management	10	9	5	1	4	80%	0	4	100%	1	3	75%
	SCHOOL TOTAL	186	153	109	38	71	65%	1	70	99%	25	45	64%
CONSTRUCTION & DESIGN TECHNOLOGIES													
AAS	Architectural Technology	26	22	13	4	9	69%	0	9	100%	4	5	56%
AAS	Building Construction Technology	23	21	15	0	15	100%	3	12	80%	2	10	83%
C2	Construction Carpentry	41	34	32	4	28	88%	1	27	96%	13	14	52%
C2	Electrical Occupations	37	30	26	4	22	85%	0	22	100%	11	11	50%
AAS	Electrical Technology	26	20	18	3	15	83%	0	15	100%	10	5	33%
AAS	Engineering Drafting Technology	10	7	5	1	4	80%	0	4	100%	3	1	25%
AAS	HVAC Technology	36	30	26	1	25	96%	1	24	96%	13	11	46%
C2	Industrial Drafting	3	2	1	1	0	0%	0	0	0%	0	0	0%
AAS	Industrial Drafting Technology	14	12	9	2	7	78%	1	6	86%	3	3	50%
C1	Plumbing	7	6	5	0	5	100%	0	5	100%	2	3	60%
AAS	Tool Design Technology	4	4	4	0	4	100%	0	4	100%	1	3	75%
	SCHOOL TOTAL	227	188	154	20	134	87%	6	128	96%	62	66	52%
HEALTH SCIENCES													
AAS	Dental Hygiene	18	16	15	0	15	100%	2	13	87%	3	10	77%
AAS	Nursing	72	59	51	1	50	98%	1	49	98%	25	24	49%
AAS	Occupational Therapy Assisting	19	14	13	1	12	92%	2	10	83%	3	7	70%
C2	Practical Nursing	22	18	11	0	11	100%	1	10	91%	5	5	50%
AAS	Radiography	14	12	11	0	11	100%	0	11	100%	4	7	64%
C1	Surgical Technology	15	10	9	0	9	100%	0	9	100%	4	5	56%
	SCHOOL TOTAL	160	129	110	2	108	98%	6	102	94%	44	58	57%

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
TABLE 1A
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BY SCHOOL & MAJOR
1992/93

SCHOOL/ Degree Level/	Major	Total Grads	Grad Survey Responses	Total Grads Employed	Relation of Job to Major: Un-related	Related #	Related %	Information on Employer Name & Address: Unavail-able	Available #	Available %	Grad Permission given to Contact Employer: No	Yes #	Yes %
HOSPITALITY													
C2	Culinary Arts	16	14	12	0	12	100%	0	12	100%	5	7	58%
AAS	Food & Hospitality Management	17	14	13	0	13	100%	0	13	100%	5	8	62%
	SCHOOL TOTAL	33	28	25	0	25	100%	0	25	100%	10	15	60%
INDUSTRIAL & ENGINEERING TECHNOLOGIES													
AAS	Automated Manufacturing Technology	10	10	8	1	7	88%	0	7	100%	4	3	43%
AAS	Civil Engineering Technology	16	14	9	0	9	100%	0	9	100%	3	6	67%
AAS	Electronics Technology	45	39	30	15	15	50%	1	14	93%	7	7	50%
C2	Machinist General	18	17	15	1	14	93%	0	14	100%	8	6	43%
BS	Manufacturing Engineering Technology	1	1	1	0	1	100%	0	1	100%	1	0	0%
AAS	Plastics & Polymer Technology	10	8	2	0	2	100%	0	2	100%	1	1	50%
AAS	Toolmaking Technology	14	14	12	3	9	75%	0	9	100%	3	6	67%
C2	Welding	12	10	10	1	9	90%	0	9	100%	6	3	33%
AAS	Welding Technology	6	6	4	0	4	100%	0	4	100%	1	3	75%
	SCHOOL TOTAL	132	119	91	21	70	77%	1	69	99%	34	35	51%
INTEGRATED STUDIES													
AAA	Advertising Art	23	19	13	4	9	69%	1	8	89%	1	7	88%
AAA	Broadcast Communications	1	0	0	0	0	0%	0	0	0%	0	0	0%
AAS	Early Childhood Education	22	18	10	3	7	70%	0	7	100%	2	5	71%
AA	General Studies	23	19	4	3	1	25%	0	1	100%	1	0	0%
AAS	Graphic Communication/Arts	21	18	17	0	17	100%	0	17	100%	3	14	82%
AAS	Human Services	11	10	5	0	5	100%	1	4	80%	2	2	50%
AAS	Individual Studies	9	8	8	2	6	75%	0	6	100%	3	3	50%
AAA	Mass Communications	13	10	5	1	4	80%	0	4	100%	2	2	50%
AAS	Technical Illustration			0			0%	0	0	0%	0	0	0%
AAS	Technology Studies	2	1	1	0	1	100%	0	1	100%	1	0	0%
	SCHOOL TOTAL	125	103	63	13	50	79%	2	48	96%	15	33	69%

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
TABLE 1A
STATUS OF EMPLOYED GRADUATES
BY SCHOOL & MAJOR
1992/93

SCHOOL/ Degree Level/ Major	Total Grads	Grad Survey Responses	Total Grads Employed	Relation of Job to Major: Un-related	Related: #	Related: %	Information on Employer Name & Address: Unavail-able	Available: #	Available: %	Grad Permission given to Contact Employer: No	Yes: #	Yes: %
NATURAL RESOURCES MANAGEMENT/TRANSPORTATION TECHNOLOGIES												
C1 Auto Body Technician	3	2	2	2	0	0%	0	0	0%	0	0	0%
AAS Auto Body Technology	9	8	6	2	4	67%	1	3	75%	2	1	33%
AAS Automotive Engineering Technology	4	2	1	0	1	100%	0	1	100%	0	1	100%
AAS Automotive Service Management	8	7	4	0	4	100%	1	3	75%	1	2	67%
C2 Automotive Service Technician	8	7	5	2	3	60%	0	3	100%	1	2	67%
AAS Automotive Technology	17	14	14	1	13	93%	0	13	100%	2	11	85%
C2 Aviation Maintenance Technician	15	13	10	7	3	30%	1	2	67%	1	1	50%
AAS Aviation Technology	8	5	3	1	2	67%	0	2	100%	0	2	100%
AAS Avionics Technology	7	6	5	2	3	60%	0	3	100%	3	0	0%
C2 Diesel Technician/Mechanics	17	14	13	1	12	92%	1	11	92%	5	6	55%
AAS Diesel Technology	5	4	4	0	4	100%	1	3	75%	2	1	33%
AAS Forest Technology	21	18	10	4	6	60%	1	5	83%	1	4	80%
AAS Interior Plantscape/Floral Design	9	8	6	1	5	83%	0	5	100%	2	3	60%
AAS Landscape/Nursery Technology	20	15	13	1	12	92%	2	10	83%	2	8	80%
C1 Outdoor Power Equipment	3	3	1	0	1	100%	0	1	100%	1	0	0%
C2 Service & Operation Heavy Equipment	20	17	12	0	12	100%	2	10	83%	4	6	60%
SCHOOL TOTAL	174	143	109	24	85	78%	10	75	88%	27	48	64%
NORTH CAMPUS												
AAS Accounting	8	6	4	1	3	75%	0	3	100%	2	1	33%
AAS Business Management	9	8	7	1	6	86%	0	6	100%	1	5	83%
AAS Computer Information Systems	5	2	1	0	1	100%	0	1	100%	0	1	100%
AAS Early Childhood Education	1	1	0	0	0	0%	0	0	0%	0	0	0%
AAS Human Services	10	10	6	1	5	83%	0	5	100%	1	4	80%
AAS Legal Assistant	5	4	3	1	2	67%	0	2	100%	1	1	50%
AAS Office Administration/Secretarial	5	5	4	3	1	25%	0	1	100%	0	1	100%
C1 Office Assistant	3	3	3	1	2	67%	0	2	100%	1	1	50%
C2 Practical Nursing	10	10	8	0	8	100%	0	8	100%	4	4	50%
SCHOOL TOTAL	56	49	36	8	28	78%	0	28	100%	10	18	64%
TOTALS BY DEGREE LEVEL												
Certificate, 1-Year (C1)	39	28	24	4	20	83%	0	20	100%	9	11	55%
Certificate, 2-Year (C2)	219	186	155	21	134	86%	6	128	96%	63	65	51%
Associate of Applied Science (AAS)	774	649	495	93	402	81%	19	383	95%	150	233	61%
Associate of Applied Arts (AAA)	37	29	18	5	13	72%	1	12	92%	3	9	75%
Associate of Arts (AA)	23	19	4	3	1	25%	0	1	100%	1	0	0%
Bachelor of Science (BS)	1	1	1	0	1	100%	0	1	100%	1	0	0%
COLLEGE TOTAL	1093	912	697	126	571	82%	26	545	95%	227	318	58%

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
TABLE 1B
STATUS OF EMPLOYED GRADUATES
BY SCHOOL & MAJOR
1991/92

SCHOOL/ Degree Level/ Major	Total Grads	Grad Survey Responses	Total Grads Employed	Relation of Job to Major: Unrelated	Related: #	Related: %	Information on Employer Name & Address: Unavailable	Available: #	Available: %	Grad Permission given to Contact Employer: No	Yes: #	Yes: %
BUSINESS & COMPUTER TECHNOLOGIES												
AAS Accounting	45	38	26	14	12	46%	0	12	100%	2	10	83%
AAS Business Management	68	51	40	9	31	78%	2	29	94%	6	23	79%
AAS Computer Information Systems	23	18	12	3	9	75%	0	9	100%	1	8	89%
C1 Computer Operations Technology	9	7	5	3	2	40%	0	2	100%	0	2	100%
AAS Legal Assistant	18	16	13	1	12	92%	0	12	100%	3	9	75%
AAS Office Administration/Secretarial	18	15	12	3	9	75%	0	9	100%	1	8	89%
C1 Office Assistant	7	6	4	2	2	50%	0	2	100%	0	2	100%
AAS Office Informations Systems/Word Processing	13	12	10	1	9	90%	0	9	100%	1	8	89%
AAS Retail Management	12	10	7	2	5	71%	2	3	60%	1	2	67%
SCHOOL TOTAL	213	173	129	38	91	71%	4	87	96%	15	72	83%
CONSTRUCTION & DESIGN TECHNOLOGIES												
AAS Architectural Technology	31	25	17	4	13	76%	0	13	100%	4	9	69%
AAS Building Construction Technology	16	16	13	0	13	100%	0	13	100%	8	5	38%
C2 Construction Carpentry	53	39	34	2	32	94%	7	25	78%	5	20	80%
C2 Electrical Occupations	24	19	14	3	11	79%	2	9	82%	2	7	78%
AAS Electrical Technology	17	13	11	3	8	73%	1	7	88%	4	3	43%
AAS Engineering Drafting Technology	15	12	10	5	5	50%	0	5	100%	1	4	80%
AAS HVAC Technology	45	35	31	4	27	87%	5	22	81%	6	16	73%
C2 Industrial Drafting	2	2	1	0	1	100%	0	1	100%	0	1	100%
AAS Industrial Drafting Technology	10	8	8	2	6	75%	0	6	100%	1	5	83%
C1 Plumbing	13	9	9	1	8	89%	3	5	63%	0	5	100%
AAS Tool Design Technology	4	3	3	0	3	100%	0	3	100%	1	2	67%
SCHOOL TOTAL	230	181	151	24	127	84%	18	109	86%	32	77	71%
HEALTH SCIENCES												
AAS Dental Hygiene	26	25	23	0	23	100%	3	20	87%	4	16	80%
AAS Nursing	53	40	39	0	39	100%	1	38	97%	11	27	71%
AAS Occupational Therapy Assisting	16	14	13	3	10	77%	2	8	80%	2	6	75%
C2 Practical Nursing	24	18	16	0	16	100%	0	16	100%	5	11	69%
AAS Radiography	17	15	15	0	15	100%	0	15	100%	5	10	67%
C1 Surgical Technology	15	12	12	2	10	83%	0	10	100%	1	9	90%
SCHOOL TOTAL	151	124	118	5	113	96%	6	107	95%	28	79	74%

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
TABLE 1B
STATUS OF EMPLOYED GRADUATES
BY SCHOOL & MAJOR
1991/92

SCHOOL/ Degree Level/ Major		Total Grads	Grad Survey Responses	Total Grads Employed	Relation of Job to Major			Information on Employer Name & Address			Grad Permission given to Contact Employer		
					Un-related	Related #	Related %	Unavail-able	Available #	Available %	No	Yes #	Yes %
HOSPITALITY													
C2	Culinary Arts	15	14	10	2	8	80%	0	8	100%	1	7	88%
AAS	Food & Hospitality Management	14	12	9	2	7	78%	1	6	86%	1	5	83%
	SCHOOL TOTAL	29	26	19	4	15	79%	1	14	93%	2	12	86%
INDUSTRIAL & ENGINEERING TECHNOLOGIES													
AAS	Automated Manufacturing Technology	8	6	3	0	3	100%	0	3	100%	0	3	100%
AAS	Civil Engineering Technology	14	11	7	1	6	86%	0	6	100%	2	4	67%
AAS	Electronics Technology	49	40	32	11	21	66%	3	18	86%	4	14	78%
C2	Machinist General	25	19	18	4	14	78%	2	12	86%	5	7	58%
BS	Manufacturing Engineering Technology			0			0%		0	0%		0	0%
AAS	Plastics & Polymer Technology	9	9	8	3	5	63%	0	5	100%	1	4	80%
AAS	Toolmaking Technology	21	19	10	0	10	100%	0	10	100%	1	9	90%
C2	Welding	14	11	8	1	7	88%	1	6	86%	0	6	100%
AAS	Welding Technology	1	1	1	0	1	100%	0	1	100%	1	0	0%
	SCHOOL TOTAL	141	116	87	20	67	77%	6	61	91%	14	47	77%
INTEGRATED STUDIES													
AAA	Advertising Art	26	23	16	8	8	50%	0	8	100%	2	6	75%
AAA	Broadcast Communications			0			0%	0	0	0%	0	0	0%
AAS	Early Childhood Education	15	11	9	4	5	56%	0	5	100%	0	5	100%
AA	General Studies	24	21	4	3	1	25%	0	1	100%	0	1	100%
AAS	Graphic Communication/Arts	16	15	12	2	10	83%	0	10	100%	2	8	80%
AAS	Human Services	17	14	12	3	9	75%	0	9	100%	3	6	67%
AAS	Individual Studies	16	15	7	1	6	86%	0	6	100%	3	3	50%
AAA	Mass Communications	9	8	3	1	2	67%	0	2	100%	0	2	100%
AAS	Technical Illustration	1	0	0			0%	0	0	0%	0	0	0%
AAS	Technology Studies	2	2	2	0	2	100%	0	2	100%	0	2	100%
	SCHOOL TOTAL	126	109	65	22	43	66%	0	43	100%	10	33	77%

EMPLY933.XLS-Table 1b
11/6/96

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
TABLE 1B
STATUS OF EMPLOYED GRADUATES
BY SCHOOL & MAJOR
1991/92

SCHOOL/ Degree Level/ Major		Total Grads	Grad Survey Responses	Total Grads Employed	Relation of Job to Major			Information on Employer Name & Address			Grad Permission given to Contact Employer		
					Un-related	Related #	Related %	Unavail-able	Available #	Available %	No	Yes #	Yes %
NATURAL RESOURCES MANAGEMENT/TRANSPORTATION TECHNOLOGIES													
C1	Auto Body Technician	4	3	3	2	1	33%	0	1	100%	0	1	100%
AAS	Auto Body Technology	9	8	7	1	6	86%	0	6	100%	4	2	33%
AAS	Automotive Engineering Technology	1	1	0	0	0	0%	0	0	0%	0	0	0%
AAS	Automotive Service Management	3	3	1	0	1	100%	0	1	100%	0	1	100%
C2	Automotive Service Technician	11	11	10	4	6	60%	0	6	100%	0	6	100%
AAS	Automotive Technology	20	16	13	3	10	77%	0	10	100%	1	9	90%
C2	Aviation Maintenance Technician	15	12	8	6	2	25%	0	2	100%	0	2	100%
AAS	Aviation Technology	9	6	6	4	2	33%	0	2	100%	1	1	50%
AAS	Avionics Technology	12	8	6	2	4	67%	0	4	100%	1	3	75%
C2	Diesel Technician/Mechanics	15	13	11	1	10	91%	1	9	90%	4	5	56%
AAS	Diesel Technology	6	6	5	0	5	100%	1	4	80%	2	2	50%
AAS	Forest Technology	14	13	11	3	8	73%	0	8	100%	1	7	88%
AAS	Interior Plantscape/Floral Design	6	5	4	0	4	100%	1	3	75%	0	3	100%
AAS	Landscape/Nursery Technology	25	19	15	0	15	100%	4	11	73%	3	8	73%
C1	Outdoor Power Equipment	8	6	5	2	3	60%	1	2	67%	1	1	50%
C2	Service & Operation Heavy Equipment	18	16	16	2	14	88%	3	11	79%	5	6	55%
	SCHOOL TOTAL	176	146	121	30	91	75%	11	80	88%	23	57	71%
NORTH CAMPUS													
AAS	Accounting	5	3	2	0	2	100%	0	2	100%	0	2	100%
AAS	Business Management	9	7	7	1	6	86%	2	4	67%	0	4	100%
AAS	Computer Information Systems	5	3	2	0	2	100%	0	2	100%	1	1	50%
AAS	Early Childhood Education	3	3	2	0	2	100%	0	2	100%	0	2	100%
AAS	Human Services	8	4	3	0	3	100%	0	3	100%	0	3	100%
AAS	Legal Assistant			0			0%		0	0%		0	0%
AAS	Office Administration/Secretarial	7	6	6	0	6	100%	0	6	100%	2	4	67%
C1	Office Assistant			0			0%		0	0%		0	0%
C2	Practical Nursing	12	9	8	0	8	100%	1	7	88%	3	4	57%
	SCHOOL TOTAL	49	35	30	1	29	97%	3	26	90%	6	20	77%
TOTALS BY DEGREE LEVEL													
	Certificate, 1-Year (C1)	56	43	38	12	26	68%	4	22	85%	2	20	91%
	Certificate, 2-Year (C2)	228	183	154	25	129	84%	17	112	87%	30	82	73%
	Associate of Applied Science (AAS)	772	632	505	95	410	81%	28	382	93%	96	286	75%
	Associate of Applied Arts (AAA)	35	31	19	9	10	53%	0	10	100%	2	8	80%
	Associate of Arts (AA)	24	21	4	3	1	25%	0	1	100%	0	1	100%
	Bachelor of Science (BS)	0	0	0	0	0	0%	0	0	0%	0	0	0%
	COLLEGE TOTAL	1115	910	720	144	576	80%	49	527	91%	130	397	75%

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
TABLE 1C
EMPLOYER RESPONSE RATES
BY GRADUATE EMPLOYEE SCHOOL & MAJOR
1992/93 - 1991/92

SCHOOL/ Degree Level/ Major	1992/93 Grads Employed In Field	1992/93 % of Total in Field	1992/93 Employers Surveyed #	1992/93 Response #	1992/93 Response Rate	1992/93 % of Grads in Field	1991/92 Grads Employed In Field	1991/92 % of Total in Field	1991/92 Employers Surveyed #	1991/92 Response #	1991/92 Response Rate	1991/92 % of Grads in Field
BUSINESS & COMPUTER TECHNOLOGIES												
AAS Accounting	18	3.2%	9	8	89%	44%	12	2.1%	10	5	50%	42%
AAS Business Management	25	4.4%	17	13	76%	52%	31	5.4%	23	13	57%	42%
AAS Computer Information Systems	1	0.2%	1	1	100%	100%	9	1.6%	8	5	63%	56%
C1 Computer Operations Technology	3	0.5%	2	2	100%	67%	2	0.3%	2	2	100%	100%
AAS Legal Assistant	8	1.4%	6	3	50%	38%	12	2.1%	9	4	44%	33%
AAS Office Administration/Secretarial	6	1.1%	2	2	100%	33%	9	1.6%	8	5	63%	56%
C1 Office Assistant	0	0.0%	0		#N/A	#N/A	2	0.3%	2	2	100%	100%
AAS Office Information Systems/Word Processing	6	1.1%	5	1	20%	17%	9	1.6%	8	4	50%	44%
AAS Retail Management	4	0.7%	3	3	100%	75%	5	0.9%	2	1	50%	20%
SCHOOL TOTAL	71	12.4%	45	33	73%	46%	91	15.8%	72	41	57%	45%
CONSTRUCTION & DESIGN TECHNOLOGIES												
AAS Architectural Technology	9	1.6%	5	5	100%	56%	13	2.3%	9	8	89%	62%
AAS Building Construction Technology	15	2.6%	10	6	60%	40%	13	2.3%	5	4	80%	31%
C2 Construction Carpentry	28	4.9%	14	8	57%	29%	32	5.6%	20	11	55%	34%
C2 Electrical Occupations	22	3.9%	11	9	82%	41%	11	1.9%	7	5	71%	45%
AAS Electrical Technology	15	2.6%	5	4	80%	27%	8	1.4%	3	3	100%	38%
AAS Engineering Drafting Technology	4	0.7%	1	0	0%	0%	5	0.9%	4	3	75%	60%
AAS HVAC Technology	25	4.4%	11	8	73%	32%	27	4.7%	16	11	69%	41%
C2 Industrial Drafting	0	0.0%	0		#N/A	#N/A	1	0.2%	1	1	100%	100%
AAS Industrial Drafting Technology	7	1.2%	3	3	100%	43%	6	1.0%	5	3	60%	50%
C1 Plumbing	5	0.9%	3	3	100%	60%	8	1.4%	5	3	60%	38%
AAS Tool Design Technology	4	0.7%	3	1	33%	25%	3	0.5%	2	2	100%	67%
SCHOOL TOTAL	134	23.5%	66	47	71%	35%	127	22.0%	77	54	70%	43%
HEALTH SCIENCES												
AAS Dental Hygiene	15	2.6%	10	8	80%	53%	23	4.0%	16	13	81%	57%
AAS Nursing	50	8.8%	24	17	71%	34%	39	6.8%	27	23	85%	59%
AAS Occupational Therapy Assisting	12	2.1%	7	5	71%	42%	10	1.7%	6	2	33%	20%
C2 Practical Nursing	11	1.9%	5	3	60%	27%	16	2.8%	11	8	73%	50%
AAS Radiography	11	1.9%	7	6	86%	55%	15	2.6%	10	6	60%	40%
C1 Surgical Technology	9	1.6%	5	4	80%	44%	10	1.7%	9	9	100%	90%
SCHOOL TOTAL	108	18.9%	58	43	74%	40%	113	19.6%	79	61	77%	54%

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
TABLE 1C
EMPLOYER RESPONSE RATES
BY GRADUATE EMPLOYEE SCHOOL & MAJOR
1992/93 - 1991/92

SCHOOL/ Degree Level/ Major	1992/93 Grads Employed In Field	1992/93 % of Total in Field	1992/93 Employers Surveyed #	1992/93 Response #	1992/93 Response Rate	1992/93 % of Grads in Field	1991/92 Grads Employed In Field	1991/92 % of Total in Field	1991/92 Employers Surveyed #	1991/92 Response #	1991/92 Response Rate	1991/92 % of Grads in Field
HOSPITALITY												
C2 Culinary Arts	12	2.1%	7	4	57%	33%	8	1.4%	7	5	71%	63%
AAS Food & Hospitality Management	13	2.3%	8	3	38%	23%	7	1.2%	5	5	100%	71%
Division Total	25	4.4%	15	7	47%	28%	15	2.6%	12	10	83%	67%
INDUSTRIAL & ENGINEERING TECHNOLOGIES												
AAS Automated Manufacturing Technology	7	1.2%	3	3	100%	43%	3	0.5%	3	3	100%	100%
AAS Civil Engineering Technology	9	1.6%	6	5	83%	56%	6	1.0%	4	2	50%	33%
AAS Electronics Technology	15	2.6%	7	6	86%	40%	21	3.6%	14	10	71%	48%
C2 Machinist General	14	2.5%	6	3	50%	21%	14	2.4%	7	6	86%	43%
BS Manufacturing Engineering Technology	1	0.2%	0		#N/A	0%	0	0.0%	0		#N/A	#N/A
AAS Plastics & Polymer Technology	2	0.4%	1	0	0%	0%	5	0.9%	4	2	50%	40%
AAS Toolmaking Technology	9	1.6%	6	6	100%	67%	10	1.7%	9	6	67%	60%
C2 Welding	9	1.6%	3	2	67%	22%	7	1.2%	6	3	50%	43%
AAS Welding Technology	4	0.7%	3	1	33%	25%	1	0.2%	0		#N/A	0%
SCHOOL TOTAL	70	12.3%	35	26	74%	37%	67	11.6%	47	32	68%	48%
INTEGRATED STUDIES												
AAA Advertising Art	9	1.6%	7	3	43%	33%	8	1.4%	6	3	50%	38%
AAA Broadcast Communication	0	0.0%	0		#N/A	#N/A	0	0.0%	0		#N/A	#N/A
AAS Early Childhood Education	7	1.2%	5	3	60%	43%	5	0.9%	5	4	80%	80%
AA General Studies	1	0.2%	0		#N/A	0%	1	0.2%	1	1	100%	100%
AAS Graphic Communication/Arts	17	3.0%	14	7	50%	41%	10	1.7%	8	5	63%	50%
AAS Human Services	5	0.9%	2	2	100%	40%	9	1.6%	6	6	100%	67%
AAS Individual Studies	6	1.1%	3	1	33%	17%	6	1.0%	3	3	100%	50%
AAA Mass Communications	4	0.7%	2	1	50%	25%	2	0.3%	2	1	50%	50%
AAS Technical Illustration	0	0.0%	0		#N/A	#N/A	0	0.0%	0		#N/A	#N/A
AAS Technology Studies	1	0.2%	0		#N/A	0%	2	0.3%	2	2	100%	100%
SCHOOL TOTAL	50	8.8%	33	17	52%	34%	43	7.5%	33	25	76%	58%

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
TABLE 1C
EMPLOYER RESPONSE RATES
BY GRADUATE EMPLOYEE SCHOOL & MAJOR
1992/93 - 1991/92

SCHOOL/ Degree Level/ Major	1992/93 Grads Employed In Field	1992/93 % of Total in Field	1992/93 Employers Surveyed #	1992/93 Response #	1992/93 Response Rate	1992/93 Response % of Grads in Field	1991/92 Grads Employed In Field	1991/92 % of Total in Field	1991/92 Employers Surveyed #	1991/92 Response #	1991/92 Response Rate	1991/92 Response % of Grads in Field
NATURAL RESOURCES MANAGEMENT/TRANSPORTATION TECHNOLOGIES												
C1 Auto Body Technician	0	0.0%	0		#N/A	#N/A	1	0.2%	1	0	0%	0%
AAS Auto Body Technology	4	0.7%	1	1	100%	25%	6	1.0%	2	1	50%	17%
AAS Automotive Engineering Technology	1	0.2%	1	0	0%	0%	0	0.0%	0		#N/A	#N/A
AAS Automotive Service Management	4	0.7%	2	2	100%	50%	1	0.2%	1	1	100%	100%
C2 Automotive Service Technician	3	0.5%	2	2	100%	67%	6	1.0%	6	4	67%	67%
AAS Automotive Technology	13	2.3%	11	8	73%	62%	10	1.7%	9	6	67%	60%
C2 Aviation Maintenance Technician	3	0.5%	1	1	100%	33%	2	0.3%	2	1	50%	50%
AAS Aviation Technology	2	0.4%	2	2	100%	100%	2	0.3%	1	1	100%	50%
AAS Avionics Technology	3	0.5%	0		#N/A	0%	4	0.7%	3	1	33%	25%
C2 Diesel Technician/Mechanics	12	2.1%	6	5	83%	42%	10	1.7%	5	4	80%	40%
AAS Diesel Technology	4	0.7%	1	1	100%	25%	5	0.9%	2	2	100%	40%
AAS Forest Technology	6	1.1%	4	3	75%	50%	8	1.4%	7	7	100%	88%
AAS Interior Plantscape/Floral Design	5	0.9%	3	1	33%	20%	4	0.7%	3	2	67%	50%
AAS Landscape/Nursery Technology	12	2.1%	8	6	75%	50%	15	2.6%	8	5	63%	33%
C1 Outdoor Power Equipment	1	0.2%	0		#N/A	0%	3	0.5%	1	0	0%	0%
C2 Service & Operation Heavy Equipment	12	2.1%	6	2	33%	17%	14	2.4%	6	5	83%	36%
SCHOOL TOTAL	85	14.9%	48	34	71%	40%	91	15.8%	57	40	70%	44%
NORTH CAMPUS												
AAS Accounting	3	0.5%	1	1	100%	33%	2	0.3%	2	2	100%	100%
AAS Business Management	6	1.1%	5	2	40%	33%	6	1.0%	4	3	75%	50%
AAS Computer Information Systems	1	0.2%	1	1	100%	100%	2	0.3%	1	1	100%	50%
AAS Early Childhood Education	0	0.0%	0		#N/A	#N/A	2	0.3%	2	1	50%	50%
AAS Human Services	5	0.9%	4	4	100%	80%	3	0.5%	3	3	100%	100%
AAS Legal Assistant	2	0.4%	1	0	0%	0%	0	0.0%	0		#N/A	#N/A
AAS Office Administration/Secretarial	1	0.2%	1	1	100%	100%	6	1.0%	4	4	100%	67%
C1 Office Assistant	2	0.4%	1	1	100%	50%	0	0.0%	0		#N/A	#N/A
C2 Practical Nursing	8	1.4%	4	2	50%	25%	8	1.4%	4	2	50%	25%
SCHOOL TOTAL	28	4.9%	18	12	67%	43%	29	5.0%	20	16	80%	55%
TOTALS BY DEGREE LEVEL												
Certificate, 1-Year	20	3.5%	11	10	91%	50%	26	4.5%	20	16	80%	62%
Certificate, 2-Year	134	23.5%	65	41	63%	31%	129	22.4%	82	55	67%	43%
AAS	402	70.4%	233	164	70%	41%	410	71.2%	286	203	71%	50%
AAA	13	2.3%	9	4	44%	31%	10	1.7%	8	4	50%	40%
AA	1	0.2%	0	0	#N/A	0%	1	0.2%	1	1	100%	100%
BS	1	0.2%	0	0	#N/A	0%	0	0.0%	0	0	#N/A	#N/A
COLLEGE TOTAL	571	100%	318	219	69%	38%	576	100%	397	279	70%	48%

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
TABLE 2
EMPLOYER RESPONSE RATES
BY AREA & COUNTY
1992/93 - 1991/92

AREA/ County	1992/93 Grads Employed in Field	1992/93 % of Total in Field	1992/93 Employers Surveyed #	1992/93 Response #	1992/93 Response Rate	1992/93 Response % of Grads in Field	1991/92 Grads Employed in Field	1991/92 % of Total in Field	1991/92 Employers Surveyed #	1991/92 Response #	1991/92 Response Rate	1991/92 Response % of Grads in Field
IMMEDIATE AREA (NORTH-CENTRAL PA)												
Lycoming	144	25.2%	86	66	77%	46%	188	32.6%	137	106	77%	56%
Bradford	7	1.2%	5	2	40%	29%	7	1.2%	4	3	75%	43%
Clinton	21	3.7%	11	10	91%	48%	21	3.6%	16	12	75%	57%
Montour	3	0.5%	2	2	100%	67%	8	1.4%	3	2	67%	25%
Northumberland	23	4.0%	16	7	44%	30%	14	2.4%	9	2	22%	14%
Potter	3	0.5%	2	2	100%	67%	11	1.9%	7	5	71%	45%
Snyder	12	2.1%	5	3	60%	25%	8	1.4%	7	6	86%	75%
Sullivan	2	0.4%			#N/A		3	0.5%	3	3	100%	100%
Tioga	32	5.6%	20	15	75%	47%	27	4.7%	22	15	68%	56%
Union	24	4.2%	10	8	80%	33%	15	2.6%	10	8	80%	53%
IMMEDIATE AREA TOTAL	271	47.5%	157	115	73%	42%	302	52.4%	218	162	74%	54%
NORTHEASTERN PA												
Berks	15	2.6%	10	7	70%	47%	5	0.9%	4	3	75%	60%
Carbon	3	0.5%	1				1	0.2%	1	1	100%	100%
Columbia	12	2.1%	5	3	60%	25%	16	2.8%	12	10	83%	63%
Lackawanna	5	0.9%	4	2	50%	40%	3	0.5%	2			
Lehigh	2	0.4%	1	1	100%	50%	5	0.9%	2	1	50%	20%
Luzerne	7	1.2%	6	5	83%	71%	4	0.7%	3	2	67%	50%
Monroe	1	0.2%			#N/A						#N/A	#N/A
Northampton	8	1.4%	4	2	50%	25%	2	0.3%	2	1	50%	50%
Pike	1	0.2%	1				1	0.2%	1			
Schuylkill	12	2.1%	7	5	71%	42%	9	1.6%	6	4	67%	44%
Susquehanna	1	0.2%	1				3	0.5%	1			
Wayne					#N/A	#N/A	3	0.5%	2	1	50%	33%
Wyoming					#N/A	#N/A					#N/A	#N/A
NORTHEASTERN PA TOTAL	67	11.7%	40	25	63%	37%	52	9.0%	36	23	64%	44%
SOUTHEASTERN PA												
Adams					#N/A	#N/A	5	0.9%	5	3	60%	60%
Bucks	1	0.2%	1	1	100%	100%	8	1.4%	4	4	100%	50%
Chester	5	0.9%	3	2	67%	40%	1	0.2%	1	1	100%	100%
Cumberland	13	2.3%	11	7	64%	54%	5	0.9%	4	3	75%	60%
Dauphin	23	4.0%	11	6	55%	26%	14	2.4%	9	5	56%	36%
Delaware	1	0.2%	1	1	100%	100%	1	0.2%			#N/A	
Franklin	2	0.4%	1	1	100%	50%	3	0.5%	2	1	50%	33%
Lancaster	11	1.9%	6	4	67%	36%	6	1.0%	3	3	100%	50%
Lebanon	4	0.7%	2	1	50%	25%	3	0.5%	1	1	100%	33%
Montgomery	7	1.2%	6	1	17%	14%	9	1.6%	5	3	60%	33%
Perry	2	0.4%	1	1	100%	50%	1	0.2%	1	1	100%	100%
Philadelphia					#N/A	#N/A	1	0.2%			#N/A	
York	18	3.2%	9	7	78%	39%	18	3.1%	13	9	69%	50%
SOUTHEASTERN PA TOTAL	87	15.2%	52	32	62%	37%	75	13.0%	48	34	71%	45%

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
TABLE 2
EMPLOYER RESPONSE RATES
BY AREA & COUNTY
1992/93 - 1991/92

AREA/ County	1992/93 Grads Employed in Field	1992/93 % of Total in Field	1992/93 Employers Surveyed #	1992/93 Response #	1992/93 Response Rate	1992/93 Response % of Grads in Field	1991/92 Grads Employed in Field	1991/92 % of Total in Field	1991/92 Employers Surveyed #	1991/92 Response #	1991/92 Response Rate	1991/92 Response % of Grads in Field
CENTRAL PA												
Bedford	2	0.4%	1				1	0.2%	1	1	100%	100%
Blair	13	2.3%	6	4	67%	31%	12	2.1%	9	6	67%	50%
Cambria	4	0.7%	1	1	100%	25%	5	0.9%	3	1	33%	20%
Cameron	3	0.5%			#N/A		4	0.7%	3	2	67%	50%
Centre	31	5.4%	17	12	71%	39%	23	4.0%	12	6	50%	26%
Clearfield	4	0.7%	3	2	67%	50%	6	1.0%	5	3	60%	50%
Elk	13	2.3%	4	3	75%	23%	10	1.7%	6	4	67%	40%
Forest					#N/A	#N/A					#N/A	#N/A
Fulton	2	0.4%	1				2	0.3%	1	1	100%	50%
Huntingdon	2	0.4%	1				4	0.7%	2	2	100%	50%
Juniata	1	0.2%	1				3	0.5%	2	1	50%	33%
McKean	5	0.9%	1	1	100%	20%	7	1.2%	6	6	100%	86%
Mifflin	5	0.9%	4	2	50%	40%	2	0.3%	2	2	100%	100%
Somerset	2	0.4%	2	1	50%	50%	5	0.9%	4	4	100%	80%
Warren					#N/A	#N/A	1	0.2%	1	1	100%	100%
CENTRAL PA TOTAL	87	15.2%	42	26	62%	30%	85	14.8%	57	40	70%	47%
WESTERN PA												
Allegheny	3	0.5%	1	1	100%	33%	2	0.3%	2	2	100%	100%
Armstrong	1	0.2%	1	1	100%	100%	1	0.2%	1			
Beaver					#N/A	#N/A					#N/A	#N/A
Butler	3	0.5%	1	1	100%	33%	3	0.5%	1			
Clarion					#N/A	#N/A	1	0.2%	1	1	100%	100%
Crawford	4	0.7%	2	2	100%	50%					#N/A	#N/A
Erie	4	0.7%	2	2	100%	50%	5	0.9%	2	1	50%	20%
Fayette					#N/A	#N/A					#N/A	#N/A
Greene					#N/A	#N/A					#N/A	#N/A
Indiana	1	0.2%	1	1	100%	100%	4	0.7%	3	3	100%	75%
Jefferson					#N/A	#N/A					#N/A	#N/A
Lawrence					#N/A	#N/A					#N/A	#N/A
Mercer					#N/A	#N/A					#N/A	#N/A
Venango					#N/A	#N/A	2	0.3%	2	1	50%	50%
Washington					#N/A	#N/A					#N/A	#N/A
Westmoreland	1	0.2%	1	1	100%	100%					#N/A	#N/A
WESTERN PA TOTAL	17	3.0%	9	9	100%	53%	18	3.1%	12	8	67%	44%
OUT-OF-STATE/INTERNATIONAL	29	5.1%	18	12	67%	41%	38	6.6%	26	12	46%	32%
Employer Location Unknown	13	2.3%			#N/A		6	1.0%			#N/A	
COLLEGE TOTAL	571	100%	318	219	69%	38%	576	100%	397	279	70%	48%

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
TABLE 2A
EMPLOYERS RANKED
BY NUMBER OF PENN COLLEGE GRADUATES EMPLOYED
1991/92 - 1992/93

Employer	# Grads Employed	City	County	State
Susquehanna Health System-Williamsport Hospital & Medical Center	31	Williamsport	Lycoming	PA
Susquehanna Health System-Divine Providence Hospital	22	Williamsport	Lycoming	PA
Lock Haven Hospital	14	Lock Haven	Clinton	PA
Pennsylvania College of Technology	13	Williamsport	Lycoming	PA
Construction Specialties Group Inc	9	Muncy	Lycoming	PA
Soldiers & Sailors Memorial Hosptial	9	Wellsboro	Tioga	PA
Broadart Co	8	Williamsport	Lycoming	PA
Evangelical Community Hospital	8	Lewisburg	Union	PA
Jersey Shore Hospital	8	Jersey Shore	Lycoming	PA
Tioga County Human Services Agency	8	Wellsboro	Tioga	PA
Leader Nursing & Reahab Center	7	Williamsport	Lycoming	PA
Centre Community Hopsital	6	State College	Centre	PA
Rose View Manor	6	Williamsport	Lycoming	PA
Penn State U-Hershey Medical Center	5	Hershey	Dauphin	PA
Susquehanna Health System-Muncy Valley Hospital	5	Muncy	Lycoming	PA
Family Afare	4	Montoursville	Lycoming	PA
Lunaire Environmental Inc	4	Williamsport	Lycoming	PA
PENNDOT/Commonwealth of PA Dept of Transportation	4	Montoursville	Lycoming	PA
Quala-Die Inc	4	Saint Marys	Elk	PA
Tampella Keeler Power Corp	4	Williamsport	Lycoming	PA
Williamsport Home	4	Williamsport	Lycoming	PA
Alpha Sintered Metals	3	Ridgway	Elk	PA
Berwick Hospital	3	Berwick	Columbia	PA
Broad Acres Nursing Home	3	Wellsboro	Tioga	PA
Brookside Farms	3	Fort Washington	Montgomery	PA
Commonwealth Bank-Division Meridian Bank	3	Williamsport	Lycoming	PA
Corning Inc-Glass Works	3	Corning	out-of-state	NY
Fleetwood Homes Inc	3	Elizabethtown	Lancaster	PA
R D Goss Inc	3	Clearfield	Clearfield	PA
K C Larson Mechanical & Electrical Contractors	3	Montoursville	Lycoming	PA
Osram Sylvania Inc	3	Wellsboro	Tioga	PA
Professional Skills Inc	3	Williamsport	Lycoming	PA
Sears Roebuck & Co	3	Muncy	Lycoming	PA
State College Electric	3	Bellefonte	Centre	PA
Sycamore Manor Health Center	3	Montoursville	Lycoming	PA
West Co-Medical Plastics Division	3	Montgomery	Lycoming	PA
White Deer Run Dependency Treatment Center	3	Allenwood	Union	PA
York Graphic Services	3	York	York	PA

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY

TABLE 3
EMPLOYER RESPONSE RATES
BY GRADUATE FULL-TIME/PART-TIME EMPLOYMENT STATUS
1992/93 - 1991/92

	1992/93						1991/92					
	Grads Employed	% of Total	Employers Surveyed	Response			Grads Employed	% of Total	Employers Surveyed	Response		
Full-Time/Part-Time Employment	In Field	in Field	#	#	Rate	% of Grads in Field	In Field	in Field	#	#	Rate	% of Grads in Field
Full-Time	487	85.3%	272	190	70%	39%	504	87.5%	354	249	70%	49%
Part-Time	84	14.7%	46	29	63%	35%	72	12.5%	43	30	70%	42%
COLLEGE TOTAL	571	100%	318	219	69%	38%	576	100%	397	279	70%	48%

TABLE 4
EMPLOYER RESPONSE RATES
BY RELATIONSHIP OF GRADUATE JOB TO PROGRAM
1992/93 - 1991/92

	1992/93						1991/92					
	Grads Employed	% of Total	Employers Surveyed	Response			Grads Employed	% of Total	Employers Surveyed	Response		
Job-Program Relationship	In Field	in Field	#	#	Rate	% of Grads in Field	In Field	in Field	#	#	Rate	% of Grads in Field
Job directly related to program	464	81.3%	259	184	71%	40%	460	79.9%	318	227	71%	49%
Job indirectly related to program	107	18.7%	59	35	59%	33%	116	20.1%	79	52	66%	45%
COLLEGE TOTAL	571	100%	318	219	69%	38%	576	100%	397	279	70%	48%

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY

TABLE 5
EMPLOYER RESPONSE RATES
BY FULL-TIME GRADUATE SALARY
1992/93 - 1991/92

	1992/93						1991/92					
	Grads Employed In Field	% of Total in Field	Employers Surveyed	Response		% of Grads in Field	Grads Employed In Field	% of Total in Field	Employers Surveyed	Response		% of Grads in Field
Annual Salary (to nearest $1000)			#	#	Rate				#	#	Rate	
< $10,000	12	3.2%	10	9	90%	75%	17	4.5%	12	6	50%	35%
$10,000 - 14,000	116	31.1%	72	47	65%	41%	125	33.2%	104	65	63%	52%
$15,000 - 19,000	114	30.6%	72	53	74%	46%	120	31.8%	92	72	78%	60%
$20,000 - 24,000	65	17.4%	38	32	84%	49%	62	16.4%	46	32	70%	52%
$25,000 - 29,000	34	9.1%	23	12	52%	35%	35	9.3%	25	17	68%	49%
$30,000 +	32	8.6%	19	14	74%	44%	18	4.8%	13	11	85%	61%
TOTAL PROVIDING SALARY	373	76.6%	234	167	71%	45%	377	74.8%	292	203	70%	54%
SALARY UNKNOWN	114	23.4%	38	23	61%	20%	127	25.2%	62	46	74%	36%
TOTAL EMPLOYED FULL-TIME	487	100%	272	190	70%	39%	504	100%	354	249	70%	49%
MEAN SALARY	$18,322			$17,958			$17,194			$17,389		

PENNSYLVANIA COLLEGE OF TECHNOLOGY

GRADUATE EMPLOYER SURVEY

SUMMARY TABLES -
Survey Responses

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY

TABLE 6A
EMPLOYER RATINGS OF
GRADUATE JOB SKILLS & TECHNICAL SKILLS
1992/93

		How well graduate employees perform in each skill area										1992/93		
		Performs Extremely Well (5)		Performs Well (4)		Performs Adequately (3)		Performs Below Average (2)		Performs Poorly (1)		Response Rate	Mean Rating	Rank
	Job/Technical Skills	N	%	N	%	N	%	N	%	N	%			
1	Job performance skills	61	28.5%	90	42.1%	55	25.7%	8	3.7%			97.7%	3.95	14
2	Equipment usage	68	32.2%	80	37.9%	58	27.5%	5	2.4%			96.3%	4.00	13
3	Job performance knowledge	58	27.1%	89	41.6%	56	26.2%	8	3.7%	3	1.4%	97.7%	3.89	15
4	Communication skills													
4a	Communication-Reading	80	37.6%	91	42.7%	37	17.4%	4	1.9%	1	0.5%	97.3%	4.15	6
4b	Communication-Writing	70	32.7%	94	43.9%	41	19.2%	8	3.7%	1	0.5%	97.7%	4.05	11
4c	Communication-Speaking	71	33.0%	87	40.5%	48	22.3%	9	4.2%			98.2%	4.02	12
4d	Communication-Listening	77	36.2%	86	40.4%	38	17.8%	10	4.7%	2	0.9%	97.3%	4.06	10
4	Communication skills-overall	298	34.9%	358	41.9%	164	19.2%	31	3.6%	4	0.5%	97.6%	4.07	
5	Math skills	69	33.5%	88	42.7%	45	21.8%	4	1.9%			94.1%	4.08	8
6	Interpersonal skills													
6a	Interpersonal skills-Supervisors	93	43.3%	75	34.9%	37	17.2%	9	4.2%	1	0.5%	98.2%	4.16	4
6b	Interpersonal skills-Co-workers	89	41.4%	76	35.3%	41	19.1%	9	4.2%			98.2%	4.14	7
6	Interpersonal skills-overall	182	42.3%	151	35.1%	78	18.1%	18	4.2%	1	0.2%	98.2%	4.15	
7	Ability to learn new skills	106	49.3%	71	33.0%	30	14.0%	7	3.3%	1	0.5%	98.2%	4.27	3
8	Employee displays work place behaviors:													
8a	Dependability	129	59.7%	62	28.7%	17	7.9%	5	2.3%	3	1.4%	98.6%	4.43	2
8b	Problem solving ability	66	30.4%	72	33.2%	63	29.0%	14	6.5%	2	0.9%	99.1%	3.86	16
8c	Independence	92	42.6%	65	30.1%	45	20.8%	10	4.6%	4	1.9%	98.6%	4.07	9
8d	Decision making ability	56	25.8%	71	32.7%	68	31.3%	19	8.8%	3	1.4%	99.1%	3.73	17
8e	Supports company goals	87	40.3%	82	38.0%	43	19.9%	1	0.5%	3	1.4%	98.6%	4.15	5
8f	Puts in full week of work	134	62.3%	54	25.1%	18	8.4%	5	2.3%	4	1.9%	98.2%	4.44	1
8g	Leadership	47	22.1%	68	31.9%	71	33.3%	20	9.4%	7	3.3%	97.3%	3.60	18
	Job/Technical Skills-overall	1453	37.7%	1401	36.3%	811	21.0%	155	4.0%	35	0.9%	97.8%	4.06	

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EMPLY933.XLS-Table 6a
11/6/96

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY

TABLE 6B
EMPLOYER RATINGS OF
GRADUATE JOB SKILLS & TECHNICAL SKILLS
1991/92

	Job/Technical Skills	How well graduate employees perform in each skill area: Performs Extremely Well (5) N	%	Performs Well (4) N	%	Performs Adequately (3) N	%	Performs Below Average (2) N	%	Performs Poorly (1) N	%	1991/92 Response Rate	Mean Rating	Rank
1	Job performance skills	80	31.4%	122	47.8%	45	17.6%	8	3.1%			91.4%	4.07	6
2	Equipment usage	78	31.0%	124	49.2%	48	19.0%	2	0.8%			90.3%	4.10	4
3	Job performance knowledge	76	30.0%	117	46.2%	52	20.6%	8	3.2%			90.7%	4.03	9
4	Communication skills													
4a	Communication-Reading	81	32.1%	117	46.4%	48	19.0%	6	2.4%			90.3%	4.08	5
4b	Communication-Writing	66	26.5%	104	41.8%	65	26.1%	14	5.6%			89.2%	3.89	15
4c	Communication-Speaking	67	26.4%	104	40.9%	71	28.0%	12	4.7%			91.0%	3.89	16
4d	Communication-Listening	75	29.8%	105	41.7%	60	23.8%	10	4.0%	2	0.8%	90.3%	3.96	13
4	Communication skills-overall	289	28.7%	430	42.7%	244	24.2%	42	4.2%	2	0.2%	90.2%	3.96	
5	Math skills	70	28.7%	107	43.9%	63	25.8%	4	1.6%			87.5%	4.00	12
6	Interpersonal skills													
6a	Interpersonal skills-Supervisors	88	35.2%	86	34.4%	65	26.0%	11	4.4%			89.6%	4.00	10
6b	Interpersonal skills-Co-workers	88	35.5%	84	33.9%	66	26.6%	8	3.2%	2	0.8%	88.9%	4.00	11
6	Interpersonal skills-overall	176	35.3%	170	34.1%	131	26.3%	19	3.8%	2	0.4%	89.2%	4.00	
7	Ability to learn new skills	110	44.0%	94	37.6%	40	16.0%	5	2.0%	1	0.4%	89.6%	4.23	3
8	Employee displays work place behaviors:													
8a	Dependability	138	53.9%	79	30.9%	27	10.5%	10	3.9%	2	0.8%	91.8%	4.33	2
8b	Problem solving ability	75	29.4%	102	40.0%	63	24.7%	14	5.5%	1	0.4%	91.4%	3.93	14
8c	Independence	102	40.0%	89	34.9%	45	17.6%	16	6.3%	3	1.2%	91.4%	4.06	7
8d	Decision making ability	68	26.6%	97	37.9%	70	27.3%	19	7.4%	2	0.8%	91.8%	3.82	17
8e	Supports company goals	90	35.2%	97	37.9%	61	23.8%	7	2.7%	1	0.4%	91.8%	4.05	8
8f	Puts in full week of work	133	52.2%	87	34.1%	29	11.4%	5	2.0%	1	0.4%	91.4%	4.36	1
8g	Leadership	60	23.7%	77	30.4%	86	34.0%	26	10.3%	4	1.6%	90.7%	3.64	18
	Job/Technical Skills-overall	1545	34.0%	1792	39.4%	1004	22.1%	185	4.1%	19	0.4%	90.5%	4.03	

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY

TABLE 6C
MEAN EMPLOYER RATINGS
BY GRADUATION YEAR & ACADEMIC SCHOOL
1991/92 - 1992/93

Job/Technical Skills	Mean Rating-Overall	Graduation Year 1992	Graduation Year 1993	Tech-nical	Non-Tech-nical	Academic School/Campus: Business/ Computer	Construc-tion/ Design	Health Science	Hospi-tality	Industrial/ Engi-neering	Integrated Studies	Natural Resource/ Transpor-tation	North Campus
TECHNICAL CONTENT SKILLS													
1 Job performance skills	4.01	4.07	3.95	3.90	4.13	4.17	3.77	4.06	4.53	3.95	4.10	4.01	4.04
2 Equipment usage	4.05	4.10	4.00	3.98	4.12	4.14	3.90	4.06	4.47	4.00	4.06	4.07	4.17
3 Job performance knowledge	3.96	4.03	3.89	3.80	4.12	4.13	3.66	4.17	4.29	3.89	4.03	3.89	3.96
Overall-Technical Content skills	4.01	4.07	3.95	3.89	4.13	4.15	3.78	4.10	4.43	3.95	4.06	3.99	4.06
FUNCTIONAL SKILLS													
Communication skills													
4a Communication-Reading	4.12	4.08	4.15	4.06	4.16	4.21	3.98	4.24	4.50	4.04	3.97	4.20	3.76
4b Communication-Writing	3.97	3.89	4.05	3.92	4.00	4.00	3.87	4.13	4.44	3.91	3.70	3.99	3.68
4c Communication-Speaking	3.96	3.89	4.02	3.94	3.96	3.99	3.87	3.97	4.69	3.89	3.85	4.06	3.60
4d Communication-Listening	4.01	3.96	4.06	3.98	4.03	3.99	3.91	4.09	4.63	3.98	3.95	4.06	3.64
4 Communication skills-overall	4.01	3.96	4.07	3.97	4.04	4.05	3.91	4.11	4.56	3.95	3.87	4.07	3.67
5 Math skills	4.04	4.00	4.08	4.03	4.04	4.04	3.89	4.07	4.47	4.11	3.83	4.14	3.92
8b Problem solving ability	3.89	3.93	3.86	3.81	3.97	3.90	3.70	3.98	4.41	3.98	4.08	3.82	3.64
8d Decision making ability	3.77	3.82	3.73	3.67	3.88	3.78	3.52	3.93	4.24	3.77	3.90	3.78	3.68
8g Leadership	3.62	3.64	3.60	3.57	3.67	3.55	3.44	3.71	4.12	3.65	3.79	3.67	3.36
Overall-Functional skills	3.92	3.90	3.94	3.87	3.96	3.93	3.77	4.02	4.44	3.92	3.88	3.96	3.66
INTERPERSONAL SKILLS													
6a Interpersonal skills-Supervisors	4.08	4.00	4.16	4.06	4.09	3.93	4.02	4.18	4.00	4.05	4.34	4.13	3.88
6b Interpersonal skills-Co-workers	4.07	4.00	4.14	4.07	4.06	4.04	4.02	4.08	3.82	4.07	4.36	4.13	3.71
Overall-Interpersonal skills	4.08	4.00	4.15	4.07	4.08	3.99	4.02	4.13	3.91	4.06	4.35	4.13	3.79
ADAPTIVE SKILLS													
7 Ability to learn new skills	4.25	4.23	4.27	4.24	4.26	4.20	4.12	4.29	4.53	4.36	4.36	4.30	3.96
8a Dependability	4.38	4.33	4.43	4.36	4.40	4.37	4.42	4.41	4.88	4.23	4.51	4.38	3.92
8c Independence	4.07	4.06	4.07	3.96	4.16	4.14	3.86	4.10	4.65	3.95	4.31	4.11	3.84
8e Supports company goals	4.10	4.05	4.15	4.06	4.12	3.99	4.02	4.10	4.71	4.04	4.31	4.14	3.92
8f Puts in full week of work	4.40	4.36	4.44	4.41	4.38	4.33	4.44	4.33	4.82	4.44	4.55	4.36	4.08
Overall-Adaptive skills	4.24	4.21	4.27	4.21	4.26	4.21	4.17	4.25	4.72	4.20	4.41	4.26	3.94
OVERALL JOB SKILLS	4.04	4.03	4.06	3.99	4.09	4.05	3.91	4.11	4.45	4.02	4.11	4.07	3.82

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
TABLE 7
EMPLOYER RATINGS OF
GRADUATE PREPARATION COMPARED TO SIMILAR EMPLOYEES
1992/93 - 1991/92

Preparation	1992/93 N	1992/93 %	1991/92 N	1991/92 %
3 Better prepared	87	52.4%	115	59.3%
2 No visible difference	51	30.7%	56	28.9%
1 Less prepared	28	16.9%	23	11.9%
Sub-total	166	77.9%	194	77.3%
Can't judge, no basis for comparison	47	22.1%	57	22.7%
TOTAL	213	100.0%	251	100.0%
Mean Rating		2.36		2.47

EMPLY933.XLS-Table 7
11/6/96

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY

TABLE 8
EMPLOYERS LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES
1992/93 - 1991/92

As openings occur, Penn College grad would be:		1992/93 Yes (3)	Unsure (2)	No (1)	Total	Mean Rating	1991/92 Yes (3)	Unsure (2)	No (1)	Total	Mean Rating
10A Given preference	N	105	57	47	209		122	71	53	246	
	%	50.2%	27.3%	22.5%	100.0%	2.28	49.6%	28.9%	21.5%	100.0%	2.28
10B Avoided	N	1	7	200	208		2	13	227	242	
	%	0.5%	3.4%	96.2%	100.0%	1.04	0.8%	5.4%	93.8%	100.0%	1.07
10C Offered higher starting wage	N	25	80	96	201		50	79	113	242	
	%	12.4%	39.8%	47.8%	100.0%	1.65	20.7%	32.6%	46.7%	100.0%	1.74
10D Offered promotions	N	93	75	34	202		95	91	46	232	
	%	46.0%	37.1%	16.8%	100.0%	2.29	40.9%	39.2%	19.8%	100.0%	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY

TABLE 9
SPECIAL SKILLS GRADUATES BROUGHT TO JOB/ TRAINING & KNOWLEDGE LACKING
1992/93 - 1991/92

Skills/Training/ Coursework/Knowledge	Special Skills Brought to Job				Training/Coursework/ Knowledge Lacking			
	1992/93		1991/92		1992/93		1991/92	
	N	%	N	%	N	%	N	%
Basic/general Skills/knowledge	19	8.7%	33	11.8%	9	4.1%	3	1.1%
Technical Skills	9	4.1%	13	4.7%	2	0.9%	3	1.1%
Use/knowledge of Equipment/instruments/tools	11	5.0%	15	5.4%	3	1.4%	4	1.4%
Theory/Book Knowledge	3	1.4%	6	2.2%	2	0.9%		
Understanding/comprehension/familiarity	12	5.5%	9	3.2%	7	3.2%	3	1.1%
Knowledge of Procedures/policies/methods	5	2.3%	4	1.4%	4	1.8%	1	0.4%
Application/use of Knowledge/skills	5	2.3%			7	3.2%	4	1.4%
Productivity/speed/efficiency					1	0.5%	9	3.2%
Organization	2	0.9%	7	2.5%	1	0.5%	2	0.7%
Communication-overall	9	4.1%	13	4.7%	6	2.7%	12	4.3%
Communication-Reading	1	0.5%			1	0.5%	1	0.4%
Communication-Writing	1	0.5%	5	1.8%	3	1.4%	8	2.9%
Communication-Speaking			1	0.4%				
Communication-Listening	1	0.5%	4	1.4%			1	0.4%
Math	8	3.7%	8	2.9%	2	0.9%	2	0.7%
Interpersonal Skills	5	2.3%	5	1.8%	3	1.4%	6	2.2%
Teamwork/cooperation			1	0.4%	5	2.3%	1	0.4%
Customer/patient Relations	3	1.4%	4	1.4%	3	1.4%	2	0.7%
Learning Skills/adaptability	6	2.7%	9	3.2%				
Dependability/reliability	3	1.4%	7	2.5%				
Problem Solving/diagnostics/trouble-shooting	5	2.3%	5	1.8%	9	4.1%	6	2.2%
Independence	3	1.4%	2	0.7%	2	0.9%	1	0.4%
Decision Making			1	0.4%	1	0.5%	1	0.4%
Leadership/supervision/administration	1	0.5%	1	0.4%	5	2.3%	8	2.9%
Confidence	3	1.4%	5	1.8%	1	0.5%	4	1.4%
Attitude/work ethic	11	5.0%	9	3.2%	1	0.5%	3	1.1%
Professional Appearance/attitude	2	0.9%	3	1.1%	2	0.9%	4	1.4%
Drive/motivation/initiative	6	2.7%			5	2.3%	2	0.7%
Experience/hands-on skills/maturity	10	4.6%	12	4.3%	22	10.0%	30	10.8%
Business/accounting	8	3.7%	4	1.4%	1	0.5%	3	1.1%
Clerical/typing/word processing	2	0.9%	8	2.9%	1	0.5%	1	0.4%
Computers	18	8.2%	17	6.1%	3	1.4%	5	1.8%

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PENNSYLVANIA COLLEGE OF TECHNOLOGY

GRADUATE EMPLOYER SURVEY

PART IV

PROGRAM MAJOR TABLES
BY SCHOOL -

BUSINESS & COMPUTER TECHNOLOGIES

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
BUSINESS & COMPUTER TECHNOLOGIES

1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	186	213			
Survey Respondents	153	173	Employers Surveyed	45	72
Graduates in Related Employment/	71	91	Total Respondents/ Response Rate	33	41
% of Respondents	46%	53%		73%	57%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Division Mean Rating	College Mean Rating	1991/92 Division Mean
1	Job performance skills	14	10	6	1	0	4.19	3.95	4.15
2	Equipment usage	14	8	8	1	0	4.13	4.00	4.16
3	Job performance knowledge	12	13	6	1	0	4.13	3.89	4.13
4	Communication skills								
4A	Communication-Reading	15	13	3	1	0	4.31	4.15	4.13
4B	Communication-Writing	11	14	6	1	0	4.09	4.05	3.92
4C	Communication-Speaking	11	15	6	1	0	4.09	4.02	3.90
4D	Communication-Listening	13	14	4	1	1	4.12	4.06	3.87
4	Communication skills-overall	50	56	19	4	1	4.15	4.07	3.96
5	Math skills	13	13	4	1	0	4.23	4.08	3.89
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	15	11	3	3	1	4.09	4.16	3.78
6B	Interpersonal skills-Co-Workers	17	10	4	2	0	4.27	4.14	3.83
6	Interpersonal skills-overall	32	21	7	5	1	4.18	4.15	3.81
7	Ability to learn new skills	18	8	4	2	1	4.21	4.27	4.19
8	Employee displays work place behaviors:								
8A	Dependability	19	12	1	0	0	4.56	4.43	4.21
8B	Problem solving ability	12	10	8	1	2	3.88	3.86	3.92
8C	Independence	17	10	3	0	3	4.15	4.07	4.13
8D	Decision making ability	7	16	7	1	2	3.76	3.73	3.79
8E	Supports company goals	11	15	6	0	1	4.06	4.15	3.92
8F	Puts in full week of work	21	10	2	0	0	4.58	4.44	4.13
8G	Leadership	9	11	9	2	2	3.70	3.60	3.42
	OVERALL	249	213	90	19	13	4.14	4.06	3.97

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Division Mean Rating	College Mean Rating	1991/92 Division Mean
# Responses	13	8	2	2.48	2.36	2.50
% of Total	57%	35%	9%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Division Mean Rating	College Mean Rating	1991/92 Division Mean
10A	Preferred	12	36%	11	33%	10	30%	2.06	2.28	2.03
10B	Avoided	0	0%	0	0%	33	100%	1.00	1.04	1.06
10C	Offered higher starting wage	1	3%	14	45%	16	52%	1.52	1.65	1.58
10D	Offered promotions	12	39%	13	42%	6	19%	2.19	2.29	1.97

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
BUSINESS & COMPUTER TECHNOLOGIES

1991/92

	1991/92
Total Graduates	213
Survey Respondents	173
Graduates in Related Employment/ % of Respondents	91 / 53%

	1991/92
Employers Surveyed	72
Total Respondents/ Response Rate	41 / 57%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Division Mean Rating	College Mean Rating
1	Job performance skills	11	25	1	2	0	4.15	4.07
2	Equipment usage	10	24	4	0	0	4.16	4.10
3	Job performance knowledge	11	23	2	2	0	4.13	4.03
4	Communication skills							
4A	Communication-Reading	12	21	5	1	0	4.13	4.08
4B	Communication-Writing	10	18	9	2	0	3.92	3.89
4C	Communication-Speaking	9	19	9	2	0	3.90	3.89
4D	Communication-Listening	9	19	9	1	1	3.87	3.96
4	Communication skills-overall	40	77	32	6	1	3.96	3.96
5	Math skills	8	19	10	1	0	3.89	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	7	17	11	2	0	3.78	4.00
6B	Interpersonal skills-Co-Workers	8	15	10	2	0	3.83	4.00
6	Interpersonal skills-overall	15	32	21	4	0	3.81	4.00
7	Ability to learn new skills	15	17	3	1	1	4.19	4.23
8	Employee displays work place behaviors:							
8A	Dependability	20	11	5	2	1	4.21	4.33
8B	Problem solving ability	10	19	6	2	1	3.92	3.93
8C	Independence	16	14	6	1	1	4.13	4.06
8D	Decision making ability	8	19	9	2	1	3.79	3.82
8E	Supports company goals	10	17	11	1	0	3.92	4.05
8F	Puts in full week of work	17	13	7	1	1	4.13	4.36
8G	Leadership	6	9	19	3	1	3.42	3.64
	OVERALL	197	319	136	28	8	3.97	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Division Mean Rating	College Mean Rating
# Responses	14	11	1	2.50	2.47
% of Total	54%	42%	4%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Division Mean Rating	College Mean Rating
10A	Preferred	13	35%	12	32%	12	32%	2.03	2.28
10B	Avoided	0	0%	2	6%	34	94%	1.06	1.07
10C	Offered higher starting wage	5	14%	11	31%	20	56%	1.58	1.74
10D	Offered promotions	7	20%	20	57%	8	23%	1.97	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
ACCOUNTING (incl. North Campus)
(BA)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	49	50			
Survey Respondents	40	41	Employers Surveyed	10	12
Graduates in			Total Respondents/	9	7
Related Employment/	21	14	Response Rate	90%	58%
% of Respondents	53%	34%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	5	3	1	0	0	4.44	3.95	4.14
2	Equipment usage	4	3	2	0	0	4.22	4.00	4.29
3	Job performance knowledge	3	4	2	0	0	4.11	3.89	4.14
4	Communication skills								
4A	Communication-Reading	5	2	1	0	0	4.50	4.15	3.86
4B	Communication-Writing	2	5	1	0	0	4.13	4.05	3.57
4C	Communication-Speaking	2	6	1	0	0	4.11	4.02	3.57
4D	Communication-Listening	5	4	0	0	0	4.56	4.06	3.71
4	Communication skills-overall	14	17	3	0	0	4.32	4.07	3.68
5	Math skills	7	2	0	0	0	4.78	4.08	4.14
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	6	3	0	0	0	4.67	4.16	3.86
6B	Interpersonal skills-Co-Workers	6	3	0	0	0	4.67	4.14	4.00
6	Interpersonal skills-overall	12	6	0	0	0	4.67	4.15	3.92
7	Ability to learn new skills	6	3	0	0	0	4.67	4.27	4.14
8	Employee displays work place behaviors:								
8A	Dependability	7	2	0	0	0	4.78	4.43	4.29
8B	Problem solving ability	5	1	3	0	0	4.22	3.86	3.71
8C	Independence	5	4	0	0	0	4.56	4.07	4.14
8D	Decision making ability	3	3	3	0	0	4.00	3.73	3.86
8E	Supports company goals	5	3	1	0	0	4.44	4.15	3.57
8F	Puts in full week of work	8	1	0	0	0	4.89	4.44	4.60
8G	Leadership	4	3	2	0	0	4.22	3.60	3.43
	OVERALL	88	55	17	0	0	4.44	4.06	3.93

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	4	3	0	2.57	2.36	2.00
% of Total	57%	43%	0%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	3	33%	4	44%	2	22%	2.11	2.28	1.57
10B	Avoided	0	0%	0	0%	9	100%	1.00	1.04	1.14
10C	Offered higher starting wage	1	11%	5	56%	3	33%	1.78	1.65	1.86
10D	Offered promotions	5	56%	4	44%	0	0%	2.56	2.29	2.17

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
ACCOUNTING (incl. North Campus)
(BA)
1991/92

	1991/92
Total Graduates	50
Survey Respondents	41
Graduates in Related Employment/ % of Respondents	14 / 34%

	1991/92
Employers Surveyed	12
Total Respondents/ Response Rate	7 / 58%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	1	6	0	0	0	4.14	4.07
2	Equipment usage	2	5	0	0	0	4.29	4.10
3	Job performance knowledge	1	6	0	0	0	4.14	4.03
4	Communication skills							
4A	Communication-Reading	1	4	2	0	0	3.86	4.08
4B	Communication-Writing	1	2	4	0	0	3.57	3.89
4C	Communication-Speaking	1	2	4	0	0	3.57	3.89
4D	Communication-Listening	1	3	3	0	0	3.71	3.96
4	Communication skills-overall	4	11	13	0	0	3.68	3.96
5	Math skills	1	6	0	0	0	4.14	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	2	2	3	0	0	3.86	4.00
6B	Interpersonal skills-Co-Workers	2	2	2	0	0	4.00	4.00
6	Interpersonal skills-overall	4	4	5	0	0	3.92	4.00
7	Ability to learn new skills	3	2	2	0	0	4.14	4.23
8	Employee displays work place behaviors:							
8A	Dependability	3	3	1	0	0	4.29	4.33
8B	Problem solving ability	1	3	3	0	0	3.71	3.93
8C	Independence	2	4	1	0	0	4.14	4.06
8D	Decision making ability	1	4	2	0	0	3.86	3.82
8E	Supports company goals	1	2	4	0	0	3.57	4.05
8F	Puts in full week of work	3	2	0	0	0	4.60	4.36
8G	Leadership	1	1	5	0	0	3.43	3.64
	OVERALL	28	59	36	0	0	3.93	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	0	5	0	2.00	2.47
% of Total	0%	100%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	0	0%	4	57%	3	43%	1.57	2.28
10B	Avoided	0	0%	1	14%	6	86%	1.14	1.07
10C	Offered higher starting wage	1	14%	4	57%	2	29%	1.86	1.74
10D	Offered promotions	2	33%	3	50%	1	17%	2.17	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
BUSINESS MANAGEMENT (incl. North Campus)
(BM)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	59	77			
Survey Respondents	52	58	Employers Surveyed	22	27
Graduates in Related Employment/	31	37	Total Respondents/ Response Rate	15	16
% of Respondents	60%	64%		68%	59%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	8	5	1	0	0	4.50	3.95	4.07
2	Equipment usage	8	4	2	0	0	4.43	4.00	4.08
3	Job performance knowledge	8	4	2	0	0	4.43	3.89	4.08
4	Communication skills								
4A	Communication-Reading	7	5	2	1	0	4.20	4.15	4.07
4B	Communication-Writing	7	4	3	1	0	4.13	4.05	4.07
4C	Communication-Speaking	6	6	3	0	0	4.20	4.02	3.93
4D	Communication-Listening	6	5	3	1	0	4.07	4.06	4.00
4	Communication skills-overall	26	20	11	3	0	4.15	4.07	4.02
5	Math skills	5	7	1	1	0	4.14	4.08	3.71
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	4	9	1	1	0	4.07	4.16	3.50
6B	Interpersonal skills-Co-Workers	5	8	1	1	0	4.13	4.14	3.64
6	Interpersonal skills-overall	9	17	2	2	0	4.10	4.15	3.57
7	Ability to learn new skills	7	5	2	1	0	4.20	4.27	4.15
8	Employee displays work place behaviors:								
8A	Dependability	9	5	0	0	0	4.64	4.43	4.29
8B	Problem solving ability	4	7	3	0	1	3.87	3.86	3.93
8C	Independence	7	5	2	0	1	4.13	4.07	4.31
8D	Decision making ability	3	9	2	0	1	3.87	3.73	3.86
8E	Supports company goals	5	7	3	0	0	4.13	4.15	3.64
8F	Puts in full week of work	10	4	1	0	0	4.60	4.44	4.21
8G	Leadership	4	6	4	1	0	3.87	3.60	3.43
	OVERALL	113	105	36	8	3	4.20	4.06	3.95

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	9	2	1	2.67	2.36	2.33
% of Total	75%	17%	8%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	6	43%	5	36%	3	21%	2.21	2.28	1.92
10B	Avoided	0	0%	0	0%	14	100%	1.00	1.04	1.08
10C	Offered higher starting wage	0	0%	5	38%	8	62%	1.38	1.65	1.85
10D	Offered promotions	5	38%	5	38%	3	23%	2.15	2.29	2.10

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
BUSINESS MANAGEMENT (incl. North Campus)
(BM)
1991/92

	1991/92
Total Graduates	77
Survey Respondents	58
Graduates in Related Employment/ % of Respondents	37 / 64%

	1991/92
Employers Surveyed	27
Total Respondents/ Response Rate	16 / 59%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	1	13	0	0	0	4.07	4.07
2	Equipment usage	2	10	1	0	0	4.08	4.10
3	Job performance knowledge	1	12	0	0	0	4.08	4.03
4	Communication skills							
4A	Communication-Reading	3	9	2	0	0	4.07	4.08
4B	Communication-Writing	3	9	2	0	0	4.07	3.89
4C	Communication-Speaking	2	9	3	0	0	3.93	3.89
4D	Communication-Listening	3	8	3	0	0	4.00	3.96
4	Communication skills-overall	11	35	10	0	0	4.02	3.96
5	Math skills	1	8	5	0	0	3.71	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	0	6	6	0	0	3.50	4.00
6B	Interpersonal skills-Co-Workers	1	5	5	0	0	3.64	4.00
6	Interpersonal skills-overall	1	11	11	0	0	3.57	4.00
7	Ability to learn new skills	4	7	2	0	0	4.15	4.23
8	Employee displays work place behaviors:							
8A	Dependability	6	6	2	0	0	4.29	4.33
8B	Problem solving ability	2	9	3	0	0	3.93	3.93
8C	Independence	5	7	1	0	0	4.31	4.06
8D	Decision making ability	2	8	4	0	0	3.86	3.82
8E	Supports company goals	1	7	6	0	0	3.64	4.05
8F	Puts in full week of work	5	7	2	0	0	4.21	4.36
8G	Leadership	1	4	9	0	0	3.43	3.64
	OVERALL	43	144	56	0	0	3.95	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	2	4	0	2.33	2.47
% of Total	33%	67%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	5	38%	2	15%	6	46%	1.92	2.28
10B	Avoided	0	0%	1	8%	12	92%	1.08	1.07
10C	Offered higher starting wage	2	15%	7	54%	4	31%	1.85	1.74
10D	Offered promotions	2	20%	7	70%	1	10%	2.10	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
COMPUTER INFORMATION SYSTEMS (incl. North Campus)
(BP/CU/MS/CS)
1991/92/93 (*)

	1991/92/93
Total Graduates	68
Survey Respondents	51
Graduates in Related Employment/	12
% of Respondents	24%

	1991/92/93
Employers Surveyed	10
Total Respondents/	8
Response Rate	80%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	2	4	2	0	0	4.00	4.01
2	Equipment usage	3	4	1	0	0	4.25	4.05
3	Job performance knowledge	2	5	1	0	0	4.13	3.96
4	Communication skills							
4A	Communication-Reading	1	4	3	0	0	3.75	4.12
4B	Communication-Writing	1	3	4	0	0	3.63	3.97
4C	Communication-Speaking	1	4	3	0	0	3.75	3.96
4D	Communication-Listening	1	4	3	0	0	3.75	4.01
4	Communication skills-overall	4	15	13	0	0	3.72	4.01
5	Math skills	2	2	4	0	0	3.75	4.04
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	2	4	1	1	0	3.88	4.08
6B	Interpersonal skills-Co-Workers	2	4	1	1	0	3.88	4.07
6	Interpersonal skills-overall	4	8	2	2	0	3.88	4.08
7	Ability to learn new skills	3	3	0	1	0	4.14	4.25
8	Employee displays work place behaviors:							
8A	Dependability	6	0	0	2	0	4.25	4.38
8B	Problem solving ability	4	2	1	1	0	4.13	3.89
8C	Independence	5	1	1	1	0	4.25	4.07
8D	Decision making ability	4	2	1	1	0	4.13	3.77
8E	Supports company goals	5	1	2	0	0	4.38	4.10
8F	Puts in full week of work	5	1	1	1	0	4.25	4.40
8G	Leadership	4	2	1	1	0	4.13	3.62
	OVERALL	53	50	30	10	0	4.02	4.04

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	2	1	0	2.67	2.41
% of Total	67%	33%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	3	43%	2	29%	2	29%	2.14	2.28
10B	Avoided	0	0%	0	0%	7	100%	1.00	1.06
10C	Offered higher starting wage	0	0%	1	14%	6	86%	1.14	1.69
10D	Offered promotions	2	25%	4	50%	2	25%	2.00	2.25

(*) To insure confidentiality where fewer than three program employers responded, 1991/92 and 1992/93 data are combined.

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
COMPUTER OPERATIONS TECHNOLOGY
(CO)
1991/92/93 (*)

	1991/92/93
Total Graduates	14
Survey Respondents	11
Graduates in Related Employment/	5
% of Respondents	45%

	1991/92/93
Employers Surveyed	4
Total Respondents/ Response Rate	4 / 100%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	0	2	1	0	0	3.67	4.01
2	Equipment usage	0	3	0	1	0	3.50	4.05
3	Job performance knowledge	0	2	2	0	0	3.50	3.96
4	Communication skills							
4A	Communication-Reading	0	3	1	0	0	3.75	4.12
4B	Communication-Writing	0	3	1	0	0	3.75	3.97
4C	Communication-Speaking	0	3	1	0	0	3.75	3.96
4D	Communication-Listening	0	2	2	0	0	3.50	4.01
4	Communication skills-overall	0	11	5	0	0	3.69	4.01
5	Math skills	0	2	2	0	0	3.50	4.04
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	0	3	0	1	0	3.50	4.08
6B	Interpersonal skills-Co-Workers	0	2	1	1	0	3.25	4.07
6	Interpersonal skills-overall	0	5	1	2	0	3.38	4.08
7	Ability to learn new skills	0	3	0	1	0	3.50	4.25
8	Employee displays work place behaviors:							
8A	Dependability	1	2	1	0	0	4.00	4.38
8B	Problem solving ability	0	2	1	1	0	3.25	3.89
8C	Independence	1	1	1	0	1	3.25	4.07
8D	Decision making ability	0	2	1	0	1	3.00	3.77
8E	Supports company goals	0	2	1	0	1	3.00	4.10
8F	Puts in full week of work	0	1	3	0	0	3.25	4.40
8G	Leadership	0	1	2	0	1	2.75	3.62
	OVERALL	2	39	21	5	4	3.42	4.04

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	1	3	0	2.25	2.41
% of Total	25%	75%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	0	0%	1	25%	3	75%	1.25	2.28
10B	Avoided	0	0%	0	0%	4	100%	1.00	1.06
10C	Offered higher starting wage	0	0%	0	0%	4	100%	1.00	1.69
10D	Offered promotions	0	0%	1	25%	3	75%	1.25	2.25

(*) To insure confidentiality where fewer than three program employers responded, 1991/92 and 1992/93 data are combined.

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
LEGAL ASSISTANT (incl. North Campus)
(LA)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	22	18			
Survey Respondents	17	16	Employers Surveyed	7	9
Graduates in			Total Respondents/	3	4
Related Employment/	10	12	Response Rate	43%	44%
% of Respondents	59%	75%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	1	0	1	1	0	3.33	3.95	5.00
2	Equipment usage	1	0	2	0	0	3.67	4.00	5.00
3	Job performance knowledge	1	1	0	1	0	3.67	3.89	5.00
4	Communication skills								
4A	Communication-Reading	1	2	0	0	0	4.33	4.15	5.00
4B	Communication-Writing	1	0	2	0	0	3.67	4.05	4.25
4C	Communication-Speaking	1	0	2	0	0	3.67	4.02	4.50
4D	Communication-Listening	1	1	0	0	1	3.33	4.06	3.75
4	Communication skills-overall	4	3	4	0	1	3.75	4.07	4.38
5	Math skills	0	1	1	0	0	3.50	4.08	4.67
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	1	0	1	0	1	3.00	4.16	3.75
6B	Interpersonal skills-Co-Workers	1	0	2	0	0	3.67	4.14	3.75
6	Interpersonal skills-overall	2	0	3	0	1	3.33	4.15	3.75
7	Ability to learn new skills	1	0	1	0	1	3.00	4.27	5.00
8	Employee displays work place behaviors:								
8A	Dependability	1	2	0	0	0	4.33	4.43	4.00
8B	Problem solving ability	1	0	1	0	1	3.00	3.86	5.00
8C	Independence	1	1	0	0	1	3.33	4.07	5.00
8D	Decision making ability	1	0	1	1	0	3.33	3.73	4.75
8E	Supports company goals	1	0	2	0	0	3.67	4.15	4.25
8F	Puts in full week of work	1	2	0	0	0	4.33	4.44	4.25
8G	Leadership	1	0	1	0	1	3.00	3.60	4.25
	OVERALL	17	10	17	3	6	3.55	4.06	4.50

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	0	0	0	#N/A	2.36	3.00
% of Total	#N/A	#N/A	#N/A			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	1	33%	0	0%	2	67%	1.67	2.28	2.75
10B	Avoided	0	0%	0	0%	3	100%	1.00	1.04	1.00
10C	Offered higher starting wage	0	0%	0	0%	2	100%	1.00	1.65	2.00
10D	Offered promotions	1	50%	1	50%	0	0%	2.50	2.29	1.75

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
LEGAL ASSISTANT
(LA)
1991/92

	1991/92		1991/92
Total Graduates	18		
Survey Respondents	16	Employers Surveyed	9
Graduates in Related Employment/ % of Respondents	12 / 75%	Total Respondents/ Response Rate	4 / 44%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	4	0	0	0	0	5.00	4.07
2	Equipment usage	3	0	0	0	0	5.00	4.10
3	Job performance knowledge	4	0	0	0	0	5.00	4.03
4	Communication skills							
4A	Communication-Reading	4	0	0	0	0	5.00	4.08
4B	Communication-Writing	2	1	1	0	0	4.25	3.89
4C	Communication-Speaking	2	2	0	0	0	4.50	3.89
4D	Communication-Listening	1	2	0	1	0	3.75	3.96
4	Communication skills-overall	9	5	1	1	0	4.38	3.96
5	Math skills	2	1	0	0	0	4.67	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	1	2	0	1	0	3.75	4.00
6B	Interpersonal skills-Co-Workers	1	2	0	1	0	3.75	4.00
6	Interpersonal skills-overall	2	4	0	2	0	3.75	4.00
7	Ability to learn new skills	4	0	0	0	0	5.00	4.23
8	Employee displays work place behaviors:							
8A	Dependability	2	1	0	1	0	4.00	4.33
8B	Problem solving ability	4	0	0	0	0	5.00	3.93
8C	Independence	4	0	0	0	0	5.00	4.06
8D	Decision making ability	3	1	0	0	0	4.75	3.82
8E	Supports company goals	2	1	1	0	0	4.25	4.05
8F	Puts in full week of work	2	1	1	0	0	4.25	4.36
8G	Leadership	2	1	1	0	0	4.25	3.64
	OVERALL	47	15	4	4	0	4.50	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	4	0	0	3.00	2.47
% of Total	100%	0%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	3	75%	1	25%	0	0%	2.75	2.28
10B	Avoided	0	0%	0	0%	4	100%	1.00	1.07
10C	Offered higher starting wage	1	25%	2	50%	1	25%	2.00	1.74
10D	Offered promotions	0	0%	3	75%	1	25%	1.75	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
OFFICE ADMINISTRATION/SECRETARIAL (incl. North Campus)
(OE/OM/EX/LG/ML)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	15	25			
Survey Respondents	13	21	Employers Surveyed	3	12
Graduates in Related Employment/	7	15	Total Respondents/ Response Rate	3	9
% of Respondents	54%	71%		100%	75%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	3	0	0	0	0	5.00	3.95	4.00
2	Equipment usage	3	0	0	0	0	5.00	4.00	4.00
3	Job performance knowledge	2	1	0	0	0	4.67	3.89	3.71
4	Communication skills								
4A	Communication-Reading	2	1	0	0	0	4.67	4.15	4.00
4B	Communication-Writing	2	1	0	0	0	4.67	4.05	3.63
4C	Communication-Speaking	2	1	0	0	0	4.67	4.02	3.38
4D	Communication-Listening	1	2	0	0	0	4.33	4.06	3.63
4	Communication skills-overall	7	5	0	0	0	4.58	4.07	3.66
5	Math skills	2	1	0	0	0	4.67	4.08	4.00
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	3	0	0	0	0	5.00	4.16	3.50
6B	Interpersonal skills-Co-Workers	2	1	0	0	0	4.67	4.14	3.33
6	Interpersonal skills-overall	5	1	0	0	0	4.83	4.15	3.43
7	Ability to learn new skills	2	1	0	0	0	4.67	4.27	4.25
8	Employee displays work place behaviors:								
8A	Dependability	3	0	0	0	0	5.00	4.43	3.75
8B	Problem solving ability	3	0	0	0	0	5.00	3.86	3.43
8C	Independence	3	0	0	0	0	5.00	4.07	3.63
8D	Decision making ability	0	3	0	0	0	4.00	3.73	3.25
8E	Supports company goals	0	3	0	0	0	4.00	4.15	3.75
8F	Puts in full week of work	1	2	0	0	0	4.33	4.44	4.25
8G	Leadership	0	3	0	0	0	4.00	3.60	2.86
	OVERALL	34	20	0	0	0	4.63	4.06	3.70

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	3	0	0	3.00	2.36	2.60
% of Total	100%	0%	0%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	3	100%	0	0%	0	0%	3.00	2.28	2.13
10B	Avoided	0	0%	0	0%	3	100%	1.00	1.04	1.17
10C	Offered higher starting wage	0	0%	3	100%	0	0%	2.00	1.65	1.50
10D	Offered promotions	2	67%	1	33%	0	0%	2.67	2.29	1.75

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
OFFICE ADMINISTRATION/SECRETARIAL (incl. North Campus)
(EX/LG/ML)
1991/92

	1991/92		1991/92
Total Graduates	25		
Survey Respondents	21	Employers Surveyed	12
Graduates in Related Employment/ % of Respondents	15 / 71%	Total Respondents/ Response Rate	9 / 75%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	2	5	0	1	0	4.00	4.07
2	Equipment usage	2	4	2	0	0	4.00	4.10
3	Job performance knowledge	2	2	2	1	0	3.71	4.03
4	Communication skills							
4A	Communication-Reading	2	4	2	0	0	4.00	4.08
4B	Communication-Writing	2	3	1	2	0	3.63	3.89
4C	Communication-Speaking	1	2	4	1	0	3.38	3.89
4D	Communication-Listening	1	3	4	0	0	3.63	3.96
4	Communication skills-overall	6	12	11	3	0	3.66	3.96
5	Math skills	1	6	1	0	0	4.00	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	1	2	5	0	0	3.50	4.00
6B	Interpersonal skills-Co-Workers	0	2	4	0	0	3.33	4.00
6	Interpersonal skills-overall	1	4	9	0	0	3.43	4.00
7	Ability to learn new skills	3	4	1	0	0	4.25	4.23
8	Employee displays work place behaviors:							
8A	Dependability	2	2	4	0	0	3.75	4.33
8B	Problem solving ability	1	2	3	1	0	3.43	3.93
8C	Independence	2	1	5	0	0	3.63	4.06
8D	Decision making ability	1	2	3	2	0	3.25	3.82
8E	Supports company goals	1	5	1	1	0	3.75	4.05
8F	Puts in full week of work	3	4	1	0	0	4.25	4.36
8G	Leadership	1	0	3	3	0	2.86	3.64
	OVERALL	28	53	46	12	0	3.70	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	4	0	1	2.60	2.47
% of Total	80%	0%	20%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	2	25%	5	63%	1	13%	2.13	2.28
10B	Avoided	0	0%	1	17%	5	83%	1.17	1.07
10C	Offered higher starting wage	0	0%	4	50%	4	50%	1.50	1.74
10D	Offered promotions	1	13%	4	50%	3	38%	1.75	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
OFFICE ASSISTANT (incl. North Campus)
(OA)
1991/92/93 (*)

	1991/92/93
Total Graduates	13
Survey Respondents	9
Graduates in Related Employment/ % of Respondents	4 44%

	1991/92/93
Employers Surveyed	3
Total Respondents/ Response Rate	3 100%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	1	1	1	0	0	4.00	4.01
2	Equipment usage	1	2	0	0	0	4.33	4.05
3	Job performance knowledge	1	1	1	0	0	4.00	3.96
4	Communication skills							
4A	Communication-Reading	1	1	1	0	0	4.00	4.12
4B	Communication-Writing	1	1	1	0	0	4.00	3.97
4C	Communication-Speaking	2	0	1	0	0	4.33	3.96
4D	Communication-Listening	2	0	1	0	0	4.33	4.01
4	Communication skills-overall	6	2	4	0	0	4.17	4.01
5	Math skills	1	0	2	0	0	3.67	4.04
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	2	1	0	0	0	4.67	4.08
6B	Interpersonal skills-Co-Workers	2	1	0	0	0	4.67	4.07
6	Interpersonal skills-overall	4	2	0	0	0	4.67	4.08
7	Ability to learn new skills	1	1	1	0	0	4.00	4.25
8	Employee displays work place behaviors:							
8A	Dependability	2	1	0	0	0	4.67	4.38
8B	Problem solving ability	1	1	1	0	0	4.00	3.89
8C	Independence	1	1	1	0	0	4.00	4.07
8D	Decision making ability	1	1	1	0	0	4.00	3.77
8E	Supports company goals	2	0	1	0	0	4.33	4.10
8F	Puts in full week of work	2	1	0	0	0	4.67	4.40
8G	Leadership	1	0	2	0	0	3.67	3.62
	OVERALL	25	14	15	0	0	4.19	4.04

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	2	1	0	2.67	2.41
% of Total	67%	33%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	2	67%	1	33%	0	0%	2.67	2.28
10B	Avoided	0	0%	0	0%	2	100%	1.00	1.06
10C	Offered higher starting wage	0	0%	0	0%	2	100%	1.00	1.69
10D	Offered promotions	1	50%	1	50%	0	0%	2.50	2.25

(*) To insure confidentiality where fewer than three program employers responded, 1991/92 and 1992/93 data are combined.

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
OFFICE INFORMATION SYSTEMS/WORD PROCESSING (OS/WP)
1991/92/93 (*)

	1991/92/93		1991/92/93
Total Graduates	28		
Survey Respondents	25	Employers Surveyed	13
Graduates in Related Employment/	15	Total Respondents/ Response Rate	5
% of Respondents	60%		38%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	3	1	0	0	0	4.75	4.01
2	Equipment usage	2	2	0	0	0	4.50	4.05
3	Job performance knowledge	3	1	0	0	0	4.75	3.96
4	Communication skills							
4A	Communication-Reading	3	1	0	0	0	4.75	4.12
4B	Communication-Writing	3	1	0	0	0	4.75	3.97
4C	Communication-Speaking	3	1	0	0	0	4.75	3.96
4D	Communication-Listening	3	1	0	0	0	4.75	4.01
4	Communication skills-overall	12	4	0	0	0	4.75	4.01
5	Math skills	3	1	0	0	0	4.75	4.04
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	4	0	0	0	0	5.00	4.08
6B	Interpersonal skills-Co-Workers	4	0	0	0	0	5.00	4.07
6	Interpersonal skills-overall	8	0	0	0	0	5.00	4.08
7	Ability to learn new skills	2	2	0	0	0	4.50	4.25
8	Employee displays work place behaviors:							
8A	Dependability	4	0	0	0	0	5.00	4.38
8B	Problem solving ability	1	3	0	0	0	4.25	3.89
8C	Independence	1	3	0	0	0	4.25	4.07
8D	Decision making ability	1	3	0	0	0	4.25	3.77
8E	Supports company goals	3	1	0	0	0	4.75	4.10
8F	Puts in full week of work	4	0	0	0	0	5.00	4.40
8G	Leadership	1	0	2	0	0	3.67	3.62
	OVERALL	48	21	2	0	0	4.65	4.04

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	2	1	0	2.67	2.41
% of Total	67%	33%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	1	25%	1	25%	2	50%	1.75	2.28
10B	Avoided	0	0%	0	0%	4	100%	1.00	1.06
10C	Offered higher starting wage	1	25%	0	0%	3	75%	1.50	1.69
10D	Offered promotions	1	25%	2	50%	1	25%	2.00	2.25

(*) To insure confidentiality where fewer than three program employers responded, 1991/92 and 1992/93 data are combined.

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
RETAIL MANAGEMENT
(RM)
1991/92/93 (*)

	1991/92/93		1991/92/93
Total Graduates	22		
Survey Respondents	19	Employers Surveyed	5
Graduates in Related Employment/	9	Total Respondents/ Response Rate	4
% of Respondents	47%		80%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	0	1	2	1	0	3.00	4.01
2	Equipment usage	0	0	3	0	0	3.00	4.05
3	Job performance knowledge	1	2	0	1	0	3.75	3.96
4	Communication skills							
4A	Communication-Reading	1	2	0	1	0	3.75	4.12
4B	Communication-Writing	1	2	1	0	0	4.00	3.97
4C	Communication-Speaking	1	1	0	2	0	3.25	3.96
4D	Communication-Listening	1	2	0	0	1	3.50	4.01
4	Communication skills-overall	4	7	1	3	1	3.63	4.01
5	Math skills	1	2	0	1	0	3.75	4.04
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	1	0	1	2	0	3.00	4.08
6B	Interpersonal skills-Co-Workers	2	0	1	1	0	3.75	4.07
6	Interpersonal skills-overall	3	0	2	3	0	3.38	4.08
7	Ability to learn new skills	1	1	1	0	1	3.25	4.25
8	Employee displays work place behaviors:							
8A	Dependability	1	2	0	0	1	3.50	4.38
8B	Problem solving ability	0	1	2	0	1	2.75	3.89
8C	Independence	2	0	1	0	1	3.50	4.07
8D	Decision making ability	0	1	2	0	1	2.75	3.77
8E	Supports company goals	0	3	0	1	0	3.50	4.10
8F	Puts in full week of work	2	1	0	0	1	3.75	4.40
8G	Leadership	0	1	1	1	1	2.50	3.62
	OVERALL	15	22	15	11	8	3.35	4.04

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	0	2	0	2.00	2.41
% of Total	0%	100%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	1	25%	3	75%	0	0%	2.25	2.28
10B	Avoided	0	0%	0	0%	4	100%	1.00	1.06
10C	Offered higher starting wage	0	0%	3	75%	1	25%	1.75	1.69
10D	Offered promotions	0	0%	4	100%	0	0%	2.00	2.25

(*) To insure confidentiality where fewer than three program employers responded, 1991/92 and 1992/93 data are combined.

PENNSYLVANIA COLLEGE OF TEC

GRADUATE EMPLOYER SUI

CONSTRUCTION & DESIGN
TECHNOLOGIES

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
CONSTRUCTION & DESIGN TECHNOLOGIES

1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	227	230			
Survey Respondents	188	181	Employers Surveyed	66	77
Graduates in			Total Respondents/	47	54
Related Employment/	134	127	Response Rate	71%	70%
% of Respondents	71%	70%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Division Mean Rating	College Mean Rating	1991/92 Division Mean
1	Job performance skills	5	21	18	1	0	3.67	3.95	3.87
2	Equipment usage	5	25	16	0	0	3.76	4.00	4.04
3	Job performance knowledge	4	19	20	2	0	3.56	3.89	3.77
4	Communication skills								
4A	Communication-Reading	8	24	14	0	0	3.87	4.15	4.09
4B	Communication-Writing	8	22	14	1	0	3.82	4.05	3.91
4C	Communication-Speaking	8	21	15	1	0	3.80	4.02	3.94
4D	Communication-Listening	9	20	12	3	0	3.80	4.06	4.02
4	Communication skills-overall	33	87	55	5	0	3.82	4.07	3.99
5	Math skills	10	18	16	2	0	3.78	4.08	4.00
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	14	20	11	1	0	4.02	4.16	4.02
6B	Interpersonal skills-Co-Workers	12	23	9	1	0	4.02	4.14	4.02
6	Interpersonal skills-overall	26	43	20	2	0	4.02	4.15	4.02
7	Ability to learn new skills	13	23	7	2	0	4.04	4.27	4.19
8	Employee displays work place behaviors:								
8A	Dependability	30	10	6	0	0	4.52	4.43	4.32
8B	Problem solving ability	7	20	15	4	0	3.65	3.86	3.74
8C	Independence	12	19	12	2	0	3.91	4.07	3.81
8D	Decision making ability	7	14	18	7	0	3.46	3.73	3.57
8E	Supports company goals	13	20	12	0	0	4.02	4.15	4.02
8F	Puts in full week of work	28	9	8	1	0	4.39	4.44	4.49
8G	Leadership	7	12	18	6	0	3.47	3.60	3.43
	OVERALL	200	340	241	34	0	3.87	4.06	3.96

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Division Mean Rating	College Mean Rating	1991/92 Division Mean
# Responses	22	13	1	2.58	2.36	2.53
% of Total	61%	36%	3%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Division Mean Rating	College Mean Rating	1991/92 Division Mean
10A	Preferred	26	60%	12	28%	5	12%	2.49	2.28	2.45
10B	Avoided	0	0%	1	2%	42	98%	1.02	1.04	1.04
10C	Offered higher starting wage	3	7%	25	58%	15	35%	1.72	1.65	1.96
10D	Offered promotions	19	44%	19	44%	5	12%	2.33	2.29	2.47

PENNSYLVANIA COLLEGE OF TECHNOL
GRADUATE EMPLOYER SURVEY
CONSTRUCTION & DESIGN TECHNOLO

1991/92

	1991/92
Total Graduates	230
Survey Respondents	181
Graduates in Related Employment/	127
% of Respondents	70%

Employers Surveyed
Total Respondents/
Response Rate

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)
1	Job performance skills	12	20	12	3	0
2	Equipment usage	14	22	10	1	0
3	Job performance knowledge	9	21	14	3	0
4	Communication skills					
4A	Communication-Reading	16	19	12	0	0
4B	Communication-Writing	12	18	16	0	0
4C	Communication-Speaking	14	18	13	2	0
4D	Communication-Listening	15	21	9	1	1
4	Communication skills-overall	57	76	50	3	1
5	Math skills	17	15	13	2	0
6	Interpersonal skills					
6A	Interpersonal skills-Supervisors	18	13	11	3	0
6B	Interpersonal skills-Co-Workers	18	13	12	1	1
6	Interpersonal skills-overall	36	26	23	4	1
7	Ability to learn new skills	22	15	7	3	0
8	Employee displays work place behaviors:					
8A	Dependability	23	17	6	1	0
8B	Problem solving ability	11	17	15	4	0
8C	Independence	15	15	10	7	0
8D	Decision making ability	9	15	17	6	0
8E	Supports company goals	14	21	11	1	0
8F	Puts in full week of work	26	18	3	0	0
8G	Leadership	8	14	16	8	1
	OVERALL	273	312	207	46	3

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)
# Responses	25	8	5
% of Total	66%	21%	13%

LIKELY FUTURE ACTION REGARDIN PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	N (1) #
10A	Preferred	28	60%	12	26%	7
10B	Avoided	1	2%	0	0%	46
10C	Offered higher starting wage	15	33%	14	30%	17
10D	Offered promotions	26	58%	14	31%	5

LEGE OF TECHNOLOGY
IPLOYER SURVEY
ESIGN TECHNOLOGIES

91/92

	1991/92
Employers Surveyed	77
Total Respondents/ Response Rate	54 / 70%

L SKILL RATINGS

de-iate (3)	Below Average (2)	Poor (1)	Division Mean Rating	College Mean Rating
12	3	0	3.87	4.07
10	1	0	4.04	4.10
14	3	0	3.77	4.03
12	0	0	4.09	4.08
16	0	0	3.91	3.89
13	2	0	3.94	3.89
9	1	1	4.02	3.96
50	3	1	3.99	3.96
13	2	0	4.00	4.00
11	3	0	4.02	4.00
12	1	1	4.02	4.00
23	4	1	4.02	4.00
7	3	0	4.19	4.23
6	1	0	4.32	4.33
15	4	0	3.74	3.93
10	7	0	3.81	4.06
17	6	0	3.57	3.82
11	1	0	4.02	4.05
3	0	0	4.49	4.36
16	8	1	3.43	3.64
207	46	3	3.96	4.03

ON RELATIVE TO EMPLOYEES

visible erence (2)	Less Prepared (1)	Division Mean Rating	College Mean Rating
8	5	2.53	2.47
21%	13%		

ACTION REGARDING GE GRADUATES

Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Division Mean Rating	College Mean Rating
12	26%	7	15%	2.45	2.28
0	0%	46	98%	1.04	1.07
14	30%	17	37%	1.96	1.74
14	31%	5	11%	2.47	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
ARCHITECTURAL TECHNOLOGY
(AT)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	26	31			
Survey Respondents	22	25	Employers Surveyed	5	9
Graduates in			Total Respondents/	5	8
Related Employment/	9	13	Response Rate	100%	89%
% of Respondents	41%	52%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	1	2	2	0	0	3.80	3.95	4.00
2	Equipment usage	1	3	1	0	0	4.00	4.00	4.38
3	Job performance knowledge	0	3	2	0	0	3.60	3.89	3.88
4	Communication skills								
4A	Communication-Reading	1	4	0	0	0	4.20	4.15	4.13
4B	Communication-Writing	1	4	0	0	0	4.20	4.05	3.75
4C	Communication-Speaking	1	4	0	0	0	4.20	4.02	3.63
4D	Communication-Listening	1	4	0	0	0	4.20	4.06	4.00
4	Communication skills-overall	4	16	0	0	0	4.20	4.07	3.88
5	Math skills	1	4	0	0	0	4.20	4.08	4.00
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	3	2	0	0	0	4.60	4.16	4.13
6B	Interpersonal skills-Co-Workers	2	2	0	0	0	4.50	4.14	4.38
6	Interpersonal skills-overall	5	4	0	0	0	4.56	4.15	4.25
7	Ability to learn new skills	1	4	0	0	0	4.20	4.27	4.50
8	Employee displays work place behaviors:								
8A	Dependability	4	1	0	0	0	4.80	4.43	4.38
8B	Problem solving ability	1	4	0	0	0	4.20	3.86	4.00
8C	Independence	2	3	0	0	0	4.40	4.07	4.13
8D	Decision making ability	1	3	1	0	0	4.00	3.73	3.75
8E	Supports company goals	1	3	1	0	0	4.00	4.15	4.38
8F	Puts in full week of work	2	1	2	0	0	4.00	4.44	4.75
8G	Leadership	2	1	2	0	0	4.00	3.60	3.25
	OVERALL	26	52	11	0	0	4.17	4.06	4.08

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	3	0	1	2.50	2.36	2.20
% of Total	75%	0%	25%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	4	80%	1	20%	0	0%	2.80	2.28	2.38
10B	Avoided	0	0%	0	0%	5	100%	1.00	1.04	1.25
10C	Offered higher starting wage	0	0%	4	80%	1	20%	1.80	1.65	1.88
10D	Offered promotions	1	20%	4	80%	0	0%	2.20	2.29	2.38

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
ARCHITECTURAL TECHNOLOGY
(AT)
1991/92

	1991/92		1991/92
Total Graduates	31		
Survey Respondents	25	Employers Surveyed	9
Graduates in		Total Respondents/	8
Related Employment/	13	Response Rate	89%
% of Respondents	52%		

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	3	3	1	1	0	4.00	4.07
2	Equipment usage	5	2	0	1	0	4.38	4.10
3	Job performance knowledge	2	4	1	1	0	3.88	4.03
4	Communication skills							
4A	Communication-Reading	3	3	2	0	0	4.13	4.08
4B	Communication-Writing	2	2	4	0	0	3.75	3.89
4C	Communication-Speaking	2	2	3	1	0	3.63	3.89
4D	Communication-Listening	2	4	2	0	0	4.00	3.96
4	Communication skills-overall	9	11	11	1	0	3.88	3.96
5	Math skills	4	1	2	1	0	4.00	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	3	4	0	1	0	4.13	4.00
6B	Interpersonal skills-Co-Workers	4	3	1	0	0	4.38	4.00
6	Interpersonal skills-overall	7	7	1	1	0	4.25	4.00
7	Ability to learn new skills	5	2	1	0	0	4.50	4.23
8	Employee displays work place behaviors:							
8A	Dependability	3	5	0	0	0	4.38	4.33
8B	Problem solving ability	2	5	0	1	0	4.00	3.93
8C	Independence	3	4	0	1	0	4.13	4.06
8D	Decision making ability	1	5	1	1	0	3.75	3.82
8E	Supports company goals	4	3	1	0	0	4.38	4.05
8F	Puts in full week of work	6	2	0	0	0	4.75	4.36
8G	Leadership	0	3	4	1	0	3.25	3.64
	OVERALL	54	57	23	10	0	4.08	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	2	2	1	2.20	2.47
% of Total	40%	40%	20%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	5	63%	1	13%	2	25%	2.38	2.28
10B	Avoided	1	13%	0	0%	7	88%	1.25	1.07
10C	Offered higher starting wage	1	13%	5	63%	2	25%	1.88	1.74
10D	Offered promotions	4	50%	3	38%	1	13%	2.38	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
BUILDING CONSTRUCTION TECHNOLOGY
(CB)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	23	16			
Survey Respondents	21	16	Employers Surveyed	10	5
Graduates in Related Employment/	15	13	Total Respondents/ Response Rate	6 / 60%	4 / 80%
% of Respondents	71%	81%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	1	3	2	0	0	3.83	3.95	4.75
2	Equipment usage	0	4	2	0	0	3.67	4.00	4.75
3	Job performance knowledge	1	3	2	0	0	3.83	3.89	4.75
4	Communication skills								
4A	Communication-Reading	1	5	0	0	0	4.17	4.15	4.50
4B	Communication-Writing	1	5	0	0	0	4.17	4.05	4.25
4C	Communication-Speaking	1	5	0	0	0	4.17	4.02	4.50
4D	Communication-Listening	2	3	1	0	0	4.17	4.06	4.25
4	Communication skills-overall	5	18	1	0	0	4.17	4.07	4.38
5	Math skills	2	3	1	0	0	4.17	4.08	4.50
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	1	5	0	0	0	4.17	4.16	4.50
6B	Interpersonal skills-Co-Workers	2	4	0	0	0	4.33	4.14	4.25
6	Interpersonal skills-overall	3	9	0	0	0	4.25	4.15	4.38
7	Ability to learn new skills	4	1	0	0	0	4.80	4.27	4.75
8	Employee displays work place behaviors:								
8A	Dependability	3	3	0	0	0	4.50	4.43	5.00
8B	Problem solving ability	2	3	1	0	0	4.17	3.86	4.50
8C	Independence	3	2	1	0	0	4.33	4.07	4.50
8D	Decision making ability	1	3	2	0	0	3.83	3.73	4.50
8E	Supports company goals	4	2	0	0	0	4.67	4.15	4.75
8F	Puts in full week of work	4	2	0	0	0	4.67	4.44	5.00
8G	Leadership	1	1	3	0	0	3.60	3.60	4.25
	OVERALL	34	57	15	0	0	4.18	4.06	4.57

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	2	1	0	2.67	2.36	3.00
% of Total	67%	33%	0%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	3	50%	2	33%	1	17%	2.33	2.28	3.00
10B	Avoided	0	0%	0	0%	6	100%	1.00	1.04	1.00
10C	Offered higher starting wage	0	0%	5	83%	1	17%	1.83	1.65	3.00
10D	Offered promotions	4	67%	2	33%	0	0%	2.67	2.29	3.00

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
BUILDING CONSTRUCTION TECHNOLOGY
(CB)
1991/92

	1991/92		1991/92
Total Graduates	16		
Survey Respondents	16	Employers Surveyed	5
Graduates in Related Employment/	13	Total Respondents/ Response Rate	4 80%
% of Respondents	81%		

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	3	1	0	0	0	4.75	4.07
2	Equipment usage	3	1	0	0	0	4.75	4.10
3	Job performance knowledge	3	1	0	0	0	4.75	4.03
4	Communication skills							
4A	Communication-Reading	2	2	0	0	0	4.50	4.08
4B	Communication-Writing	1	3	0	0	0	4.25	3.89
4C	Communication-Speaking	2	2	0	0	0	4.50	3.89
4D	Communication-Listening	2	1	1	0	0	4.25	3.96
4	Communication skills-overall	7	8	1	0	0	4.38	3.96
5	Math skills	2	2	0	0	0	4.50	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	3	0	1	0	0	4.50	4.00
6B	Interpersonal skills-Co-Workers	2	1	1	0	0	4.25	4.00
6	Interpersonal skills-overall	5	1	2	0	0	4.38	4.00
7	Ability to learn new skills	3	1	0	0	0	4.75	4.23
8	Employee displays work place behaviors:							
8A	Dependability	4	0	0	0	0	5.00	4.33
8B	Problem solving ability	2	2	0	0	0	4.50	3.93
8C	Independence	2	2	0	0	0	4.50	4.06
8D	Decision making ability	2	2	0	0	0	4.50	3.82
8E	Supports company goals	3	1	0	0	0	4.75	4.05
8F	Puts in full week of work	4	0	0	0	0	5.00	4.36
8G	Leadership	2	1	1	0	0	4.25	3.64
	OVERALL	45	23	4	0	0	4.57	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	4	0	0	3.00	2.47
% of Total	100%	0%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	4	100%	0	0%	0	0%	3.00	2.28
10B	Avoided	0	0%	0	0%	4	100%	1.00	1.07
10C	Offered higher starting wage	4	100%	0	0%	0	0%	3.00	1.74
10D	Offered promotions	4	100%	0	0%	0	0%	3.00	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
CONSTRUCTION CARPENTRY
(CN/HR)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	41	53			
Survey Respondents	34	39	Employers Surveyed	14	20
Graduates in Related Employment/	28	32	Total Respondents/ Response Rate	8 / 57%	11 / 55%
% of Respondents	82%	82%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	1	2	4	1	0	3.38	3.95	3.89
2	Equipment usage	0	4	4	0	0	3.50	4.00	4.22
3	Job performance knowledge	1	3	2	2	0	3.38	3.89	4.00
4	Communication skills								
4A	Communication-Reading	2	2	4	0	0	3.75	4.15	4.22
4B	Communication-Writing	2	2	4	0	0	3.75	4.05	3.78
4C	Communication-Speaking	1	3	3	1	0	3.50	4.02	3.89
4D	Communication-Listening	3	0	3	2	0	3.50	4.06	4.11
4	Communication skills-overall	8	7	14	3	0	3.63	4.07	4.00
5	Math skills	2	1	4	1	0	3.50	4.08	4.33
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	2	2	3	1	0	3.63	4.16	4.22
6B	Interpersonal skills-Co-Workers	2	2	4	0	0	3.75	4.14	4.22
6	Interpersonal skills-overall	4	4	7	1	0	3.69	4.15	4.22
7	Ability to learn new skills	2	2	2	2	0	3.50	4.27	4.11
8	Employee displays work place behaviors:								
8A	Dependability	6	1	1	0	0	4.63	4.43	3.67
8B	Problem solving ability	1	2	2	3	0	3.13	3.86	4.11
8C	Independence	1	2	3	2	0	3.25	4.07	3.89
8D	Decision making ability	1	1	2	4	0	2.88	3.73	3.89
8E	Supports company goals	1	4	2	0	0	3.86	4.15	3.78
8F	Puts in full week of work	7	0	1	0	0	4.75	4.44	4.00
8G	Leadership	1	0	3	4	0	2.75	3.60	3.78
	OVERALL	36	33	51	23	0	3.57	4.06	4.01

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	3	2	0	2.60	2.36	2.56
% of Total	60%	40%	0%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	4	50%	4	50%	0	0%	2.50	2.28	2.33
10B	Avoided	0	0%	0	0%	8	100%	1.00	1.04	1.00
10C	Offered higher starting wage	1	14%	4	57%	2	29%	1.86	1.65	1.89
10D	Offered promotions	4	57%	3	43%	0	0%	2.57	2.29	2.56

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
CONSTRUCTION CARPENTRY
(CN/HR)
1991/92

	1991/92		1991/92
Total Graduates	53		
Survey Respondents	39	Employers Surveyed	20
Graduates in Related Employment/	32	Total Respondents/ Response Rate	11
% of Respondents	82%		55%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	2	4	3	0	0	3.89	4.07
2	Equipment usage	4	3	2	0	0	4.22	4.10
3	Job performance knowledge	3	3	3	0	0	4.00	4.03
4	Communication skills							
4A	Communication-Reading	5	1	3	0	0	4.22	4.08
4B	Communication-Writing	3	2	3	1	0	3.78	3.89
4C	Communication-Speaking	3	3	2	1	0	3.89	3.89
4D	Communication-Listening	4	2	3	0	0	4.11	3.96
4	Communication skills-overall	15	8	11	2	0	4.00	3.96
5	Math skills	6	0	3	0	0	4.33	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	5	1	3	0	0	4.22	4.00
6B	Interpersonal skills-Co-Workers	5	1	3	0	0	4.22	4.00
6	Interpersonal skills-overall	10	2	6	0	0	4.22	4.00
7	Ability to learn new skills	5	1	2	1	0	4.11	4.23
8	Employee displays work place behaviors:							
8A	Dependability	2	2	5	0	0	3.67	4.33
8B	Problem solving ability	4	2	3	0	0	4.11	3.93
8C	Independence	3	3	2	1	0	3.89	4.06
8D	Decision making ability	3	3	2	1	0	3.89	3.82
8E	Supports company goals	3	1	5	0	0	3.78	4.05
8F	Puts in full week of work	2	5	2	0	0	4.00	4.36
8G	Leadership	2	4	2	1	0	3.78	3.64
	OVERALL	64	41	51	6	0	4.01	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	6	2	1	2.56	2.47
% of Total	67%	22%	11%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	6	67%	0	0%	3	33%	2.33	2.28
10B	Avoided	0	0%	0	0%	9	100%	1.00	1.07
10C	Offered higher starting wage	4	44%	0	0%	5	56%	1.89	1.74
10D	Offered promotions	6	67%	2	22%	1	11%	2.56	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
ELECTRICAL OCCUPATIONS
(EO)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	37	24			
Survey Respondents	30	19	Employers Surveyed	11	7
Graduates in			Total Respondents/	9	5
Related Employment/	22	11	Response Rate	82%	71%
% of Respondents	73%	58%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	0	3	5	0	0	3.38	3.95	3.50
2	Equipment usage	0	4	4	0	0	3.50	4.00	4.00
3	Job performance knowledge	0	2	6	0	0	3.25	3.89	2.75
4	Communication skills								
4A	Communication-Reading	0	4	4	0	0	3.50	4.15	3.50
4B	Communication-Writing	0	4	4	0	0	3.50	4.05	3.50
4C	Communication-Speaking	0	4	4	0	0	3.50	4.02	4.00
4D	Communication-Listening	0	4	4	0	0	3.50	4.06	3.25
4	Communication skills-overall	0	16	16	0	0	3.50	4.07	3.56
5	Math skills	0	4	3	1	0	3.38	4.08	3.00
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	0	4	4	0	0	3.50	4.16	3.50
6B	Interpersonal skills-Co-Workers	0	5	2	1	0	3.50	4.14	3.50
6	Interpersonal skills-overall	0	9	6	1	0	3.50	4.15	3.50
7	Ability to learn new skills	1	5	2	0	0	3.88	4.27	3.75
8	Employee displays work place behaviors:								
8A	Dependability	2	2	4	0	0	3.75	4.43	4.00
8B	Problem solving ability	0	5	2	1	0	3.50	3.86	3.00
8C	Independence	1	4	3	0	0	3.75	4.07	3.25
8D	Decision making ability	1	3	3	1	0	3.50	3.73	2.75
8E	Supports company goals	2	3	3	0	0	3.88	4.15	4.00
8F	Puts in full week of work	2	2	3	1	0	3.63	4.44	4.75
8G	Leadership	0	4	3	1	0	3.38	3.60	3.00
	OVERALL	9	66	63	6	0	3.54	4.06	3.50

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	5	2	0	2.71	2.36	2.00
% of Total	71%	29%	0%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	5	71%	2	29%	0	0%	2.71	2.28	2.75
10B	Avoided	0	0%	1	14%	6	86%	1.14	1.04	1.00
10C	Offered higher starting wage	1	13%	6	75%	1	13%	2.00	1.65	1.50
10D	Offered promotions	3	38%	3	38%	2	25%	2.13	2.29	2.25

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
ELECTRICAL OCCUPATIONS
(EO)
1991/92

	1991/92		1991/92
Total Graduates	24		
Survey Respondents	19	Employers Surveyed	7
Graduates in Related Employment/	11	Total Respondents/ Response Rate	5 / 71%
% of Respondents	58%		

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	1	1	1	1	0	3.50	4.07
2	Equipment usage	1	2	1	0	0	4.00	4.10
3	Job performance knowledge	0	1	1	2	0	2.75	4.03
4	Communication skills							
4A	Communication-Reading	1	0	3	0	0	3.50	4.08
4B	Communication-Writing	1	0	3	0	0	3.50	3.89
4C	Communication-Speaking	2	0	2	0	0	4.00	3.89
4D	Communication-Listening	1	0	2	1	0	3.25	3.96
4	Communication skills-overall	5	0	10	1	0	3.56	3.96
5	Math skills	0	1	2	1	0	3.00	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	1	1	1	1	0	3.50	4.00
6B	Interpersonal skills-Co-Workers	1	1	1	1	0	3.50	4.00
6	Interpersonal skills-overall	2	2	2	2	0	3.50	4.00
7	Ability to learn new skills	1	2	0	1	0	3.75	4.23
8	Employee displays work place behaviors:							
8A	Dependability	2	1	0	1	0	4.00	4.33
8B	Problem solving ability	0	1	2	1	0	3.00	3.93
8C	Independence	1	1	0	2	0	3.25	4.06
8D	Decision making ability	0	1	1	2	0	2.75	3.82
8E	Supports company goals	1	2	1	0	0	4.00	4.05
8F	Puts in full week of work	3	1	0	0	0	4.75	4.36
8G	Leadership	1	0	2	0	1	3.00	3.64
	OVERALL	18	16	23	14	1	3.50	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	2	0	2	2.00	2.47
% of Total	50%	0%	50%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	3	75%	1	25%	0	0%	2.75	2.28
10B	Avoided	0	0%	0	0%	4	100%	1.00	1.07
10C	Offered higher starting wage	1	25%	0	0%	3	75%	1.50	1.74
10D	Offered promotions	2	50%	1	25%	1	25%	2.25	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
ELECTRICAL TECHNOLOGY
(EL)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	26	17			
Survey Respondents	20	13	Employers Surveyed	5	3
Graduates in			Total Respondents/	4	3
Related Employment/	15	8	Response Rate	80%	100%
% of Respondents	75%	62%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	1	3	0	0	0	4.25	3.95	3.50
2	Equipment usage	1	3	0	0	0	4.25	4.00	4.00
3	Job performance knowledge	1	3	0	0	0	4.25	3.89	3.50
4	Communication skills								
4A	Communication-Reading	1	3	0	0	0	4.25	4.15	4.00
4B	Communication-Writing	1	2	0	1	0	3.75	4.05	4.00
4C	Communication-Speaking	1	2	1	0	0	4.00	4.02	4.00
4D	Communication-Listening	0	3	0	0	0	4.00	4.06	4.00
4	Communication skills-overall	3	10	1	1	0	4.00	4.07	4.00
5	Math skills	1	2	1	0	0	4.00	4.08	3.50
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	3	1	0	0	0	4.75	4.16	4.00
6B	Interpersonal skills-Co-Workers	1	2	1	0	0	4.00	4.14	4.00
6	Interpersonal skills-overall	4	3	1	0	0	4.38	4.15	4.00
7	Ability to learn new skills	2	2	0	0	0	4.50	4.27	3.50
8	Employee displays work place behaviors:								
8A	Dependability	3	1	0	0	0	4.75	4.43	4.50
8B	Problem solving ability	2	1	1	0	0	4.25	3.86	3.50
8C	Independence	2	2	0	0	0	4.50	4.07	3.00
8D	Decision making ability	1	1	2	0	0	3.75	3.73	3.00
8E	Supports company goals	1	3	0	0	0	4.25	4.15	4.00
8F	Puts in full week of work	3	1	0	0	0	4.75	4.44	4.50
8G	Leadership	1	2	1	0	0	4.00	3.60	3.00
	OVERALL	26	37	7	1	0	4.24	4.06	3.75

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	4	0	0	3.00	2.36	3.00
% of Total	100%	0%	0%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	3	75%	1	25%	0	0%	2.75	2.28	2.50
10B	Avoided	0	0%	0	0%	4	100%	1.00	1.04	1.00
10C	Offered higher starting wage	1	25%	2	50%	1	25%	2.00	1.65	2.00
10D	Offered promotions	2	50%	2	50%	0	0%	2.50	2.29	2.50

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
ELECTRICAL TECHNOLOGY
(EL)
1991/92

	1991/92
Total Graduates	17
Survey Respondents	13
Graduates in Related Employment/	8
% of Respondents	62%

	1991/92
Employers Surveyed	3
Total Respondents/ Response Rate	3 / 100%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	0	1	1	0	0	3.50	4.07
2	Equipment usage	0	2	0	0	0	4.00	4.10
3	Job performance knowledge	0	1	1	0	0	3.50	4.03
4	Communication skills							
4A	Communication-Reading	0	2	0	0	0	4.00	4.08
4B	Communication-Writing	0	2	0	0	0	4.00	3.89
4C	Communication-Speaking	0	2	0	0	0	4.00	3.89
4D	Communication-Listening	0	2	0	0	0	4.00	3.96
4	Communication skills-overall	0	8	0	0	0	4.00	3.96
5	Math skills	0	1	1	0	0	3.50	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	0	2	0	0	0	4.00	4.00
6B	Interpersonal skills-Co-Workers	0	2	0	0	0	4.00	4.00
6	Interpersonal skills-overall	0	4	0	0	0	4.00	4.00
7	Ability to learn new skills	0	1	1	0	0	3.50	4.23
8	Employee displays work place behaviors:							
8A	Dependability	1	1	0	0	0	4.50	4.33
8B	Problem solving ability	0	1	1	0	0	3.50	3.93
8C	Independence	0	0	2	0	0	3.00	4.06
8D	Decision making ability	0	0	2	0	0	3.00	3.82
8E	Supports company goals	0	2	0	0	0	4.00	4.05
8F	Puts in full week of work	1	1	0	0	0	4.50	4.36
8G	Leadership	0	0	2	0	0	3.00	3.64
	OVERALL	2	23	11	0	0	3.75	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	1	0	0	3.00	2.47
% of Total	100%	0%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	1	50%	1	50%	0	0%	2.50	2.28
10B	Avoided	0	0%	0	0%	2	100%	1.00	1.07
10C	Offered higher starting wage	1	50%	0	0%	1	50%	2.00	1.74
10D	Offered promotions	1	50%	1	50%	0	0%	2.50	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
ENGINEERING DRAFTING TECHNOLOGY
(ED)
1991/92/93 (*)

	1991/92/93		1991/92/93
Total Graduates	25		
Survey Respondents	19	Employers Surveyed	5
Graduates in Related Employment/	9	Total Respondents/ Response Rate	3 60%
% of Respondents	47%		

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	0	2	0	0	0	4.00	4.01
2	Equipment usage	0	2	0	0	0	4.00	4.05
3	Job performance knowledge	0	2	0	0	0	4.00	3.96
4	Communication skills							
4A	Communication-Reading	2	0	0	0	0	5.00	4.12
4B	Communication-Writing	2	0	0	0	0	5.00	3.97
4C	Communication-Speaking	2	0	0	0	0	5.00	3.96
4D	Communication-Listening	2	0	0	0	0	5.00	4.01
4	Communication skills-overall	8	0	0	0	0	5.00	4.01
5	Math skills	2	0	0	0	0	5.00	4.04
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	2	0	0	0	0	5.00	4.08
6B	Interpersonal skills-Co-Workers	2	0	0	0	0	5.00	4.07
6	Interpersonal skills-overall	4	0	0	0	0	5.00	4.08
7	Ability to learn new skills	0	2	0	0	0	4.00	4.25
8	Employee displays work place behaviors:							
8A	Dependability	0	2	0	0	0	4.00	4.38
8B	Problem solving ability	2	0	0	0	0	5.00	3.89
8C	Independence	2	0	0	0	0	5.00	4.07
8D	Decision making ability	2	0	0	0	0	5.00	3.77
8E	Supports company goals	1	1	0	0	0	4.50	4.10
8F	Puts in full week of work	1	1	0	0	0	4.50	4.40
8G	Leadership	0	2	0	0	0	4.00	3.62
	OVERALL	22	14	0	0	0	4.61	4.04

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	0	2	0	2.00	2.41
% of Total	0%	100%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	2	100%	0	0%	0	0%	3.00	2.28
10B	Avoided	0	0%	0	0%	2	100%	1.00	1.06
10C	Offered higher starting wage	2	100%	0	0%	0	0%	3.00	1.69
10D	Offered promotions	2	100%	0	0%	0	0%	3.00	2.25

(*) To insure confidentiality where fewer than three program employers responded, 1991/92 and 1992/93 data are combined.

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
HEATING, VENTILATION, & AIR CONDITIONING TECHNOLOGY
(HV)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	36	45			
Survey Respondents	30	35	Employers Surveyed	11	16
Graduates in Related Employment/	25	27	Total Respondents/	8	11
% of Respondents	83%	77%	Response Rate	73%	69%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	1	2	4	0	0	3.57	3.95	3.44
2	Equipment usage	1	4	3	0	0	3.75	4.00	3.44
3	Job performance knowledge	1	1	5	0	0	3.43	3.89	3.67
4	Communication skills								
4A	Communication-Reading	2	3	3	0	0	3.88	4.15	4.00
4B	Communication-Writing	2	3	3	0	0	3.88	4.05	4.00
4C	Communication-Speaking	3	2	3	0	0	4.00	4.02	4.00
4D	Communication-Listening	2	3	2	1	0	3.75	4.06	3.89
4	Communication skills-overall	9	11	11	1	0	3.88	4.07	3.97
5	Math skills	2	3	3	0	0	3.88	4.08	3.78
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	3	3	2	0	0	4.13	4.16	3.38
6B	Interpersonal skills-Co-Workers	3	4	1	0	0	4.25	4.14	3.38
6	Interpersonal skills-overall	6	7	3	0	0	4.19	4.15	3.38
7	Ability to learn new skills	2	4	2	0	0	4.00	4.27	4.11
8	Employee displays work place behaviors:								
8A	Dependability	7	1	0	0	0	4.88	4.43	4.67
8B	Problem solving ability	0	4	4	0	0	3.50	3.86	3.44
8C	Independence	2	3	2	0	0	4.00	4.07	3.44
8D	Decision making ability	1	2	4	1	0	3.38	3.73	3.11
8E	Supports company goals	2	3	3	0	0	3.88	4.15	3.56
8F	Puts in full week of work	5	2	1	0	0	4.50	4.44	4.67
8G	Leadership	1	3	3	0	0	3.71	3.60	3.11
	OVERALL	40	50	48	2	0	3.91	4.06	3.73

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	3	4	0	2.43	2.36	2.83
% of Total	43%	57%	0%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	4	57%	1	14%	2	29%	2.29	2.28	2.33
10B	Avoided	0	0%	0	0%	7	100%	1.00	1.04	1.00
10C	Offered higher starting wage	0	0%	2	29%	5	71%	1.29	1.65	1.67
10D	Offered promotions	3	43%	2	29%	2	29%	2.14	2.29	2.25

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
HEATING, VENTILATION & AIR CONDITIONING TECHNOLOGY
(HV)
1991/92

	1991/92		1991/92
Total Graduates	45		
Survey Respondents	35	Employers Surveyed	16
Graduates in		Total Respondents/	11
Related Employment/	27	Response Rate	69%
% of Respondents	77%		

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	1	3	4	1	0	3.44	4.07
2	Equipment usage	0	4	5	0	0	3.44	4.10
3	Job performance knowledge	1	4	4	0	0	3.67	4.03
4	Communication skills							
4A	Communication-Reading	2	5	2	0	0	4.00	4.08
4B	Communication-Writing	2	5	2	0	0	4.00	3.89
4C	Communication-Speaking	2	5	2	0	0	4.00	3.89
4D	Communication-Listening	2	6	0	0	1	3.89	3.96
4	Communication skills-overall	8	21	6	0	1	3.97	3.96
5	Math skills	1	5	3	0	0	3.78	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	1	2	4	1	0	3.38	4.00
6B	Interpersonal skills-Co-Workers	1	3	3	0	1	3.38	4.00
6	Interpersonal skills-overall	2	5	7	1	1	3.38	4.00
7	Ability to learn new skills	4	3	1	1	0	4.11	4.23
8	Employee displays work place behaviors:							
8A	Dependability	7	1	1	0	0	4.67	4.33
8B	Problem solving ability	1	3	4	1	0	3.44	3.93
8C	Independence	2	2	3	2	0	3.44	4.06
8D	Decision making ability	1	1	5	2	0	3.11	3.82
8E	Supports company goals	0	6	2	1	0	3.56	4.05
8F	Puts in full week of work	6	3	0	0	0	4.67	4.36
8G	Leadership	2	1	2	4	0	3.11	3.64
	OVERALL	36	62	47	13	2	3.73	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	5	1	0	2.83	2.47
% of Total	83%	17%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	4	44%	4	44%	1	11%	2.33	2.28
10B	Avoided	0	0%	0	0%	9	100%	1.00	1.07
10C	Offered higher starting wage	1	11%	4	44%	4	44%	1.67	1.74
10D	Offered promotions	3	38%	4	50%	1	13%	2.25	2.21

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
INDUSTRIAL DRAFTING/INDUSTRIAL DRAFTING TECHNOLOGY
(ID/IL)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	17	12			
Survey Respondents	14	10	Employers Surveyed	3	6
Graduates in			Total Respondents/	3	4
Related Employment/	7	7	Response Rate	100%	67%
% of Respondents	50%	70%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	0	3	0	0	0	4.00	3.95	4.00
2	Equipment usage	2	1	0	0	0	4.67	4.00	4.25
3	Job performance knowledge	0	2	1	0	0	3.67	3.89	3.75
4	Communication skills								
4A	Communication-Reading	1	1	1	0	0	4.00	4.15	3.50
4B	Communication-Writing	1	1	1	0	0	4.00	4.05	3.25
4C	Communication-Speaking	1	0	2	0	0	3.67	4.02	3.25
4D	Communication-Listening	1	2	0	0	0	4.33	4.06	4.00
4	Communication skills-overall	4	4	4	0	0	4.00	4.07	3.50
5	Math skills	1	0	2	0	0	3.67	4.08	4.00
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	1	1	1	0	0	4.00	4.16	3.75
6B	Interpersonal skills-Co-Workers	1	1	1	0	0	4.00	4.14	3.50
6	Interpersonal skills-overall	2	2	2	0	0	4.00	4.15	3.63
7	Ability to learn new skills	1	2	0	0	0	4.33	4.27	4.00
8	Employee displays work place behaviors:								
8A	Dependability	2	0	1	0	0	4.33	4.43	4.00
8B	Problem solving ability	1	0	2	0	0	3.67	3.86	2.75
8C	Independence	1	1	1	0	0	4.00	4.07	3.50
8D	Decision making ability	1	1	1	0	0	4.00	3.73	3.25
8E	Supports company goals	1	1	1	0	0	4.00	4.15	4.00
8F	Puts in full week of work	2	0	1	0	0	4.33	4.44	3.75
8G	Leadership	1	0	1	1	0	3.33	3.60	2.75
	OVERALL	19	17	17	1	0	4.00	4.06	3.63

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	1	2	0	2.33	2.36	2.00
% of Total	33%	67%	0%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	1	50%	0	0%	1	50%	2.00	2.28	2.25
10B	Avoided	0	0%	0	0%	2	100%	1.00	1.04	1.00
10C	Offered higher starting wage	0	0%	1	50%	1	50%	1.50	1.65	2.00
10D	Offered promotions	0	0%	1	50%	1	50%	1.50	2.29	2.75

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
INDUSTRIAL DRAFTING/INDUSTRIAL DRAFTING TECHNOLOGY
(ID/IL)
1991/92

	1991/92		1991/92
Total Graduates	12		
Survey Respondents	10	Employers Surveyed	6
Graduates in Related Employment/	7	Total Respondents/ Response Rate	4
% of Respondents	70%		67%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	1	2	1	0	0	4.00	4.07
2	Equipment usage	1	3	0	0	0	4.25	4.10
3	Job performance knowledge	1	1	2	0	0	3.75	4.03
4	Communication skills							
4A	Communication-Reading	0	2	2	0	0	3.50	4.08
4B	Communication-Writing	0	1	3	0	0	3.25	3.89
4C	Communication-Speaking	0	1	3	0	0	3.25	3.89
4D	Communication-Listening	1	2	1	0	0	4.00	3.96
4	Communication skills-overall	1	6	9	0	0	3.50	3.96
5	Math skills	1	2	1	0	0	4.00	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	1	1	2	0	0	3.75	4.00
6B	Interpersonal skills-Co-Workers	1	0	3	0	0	3.50	4.00
6	Interpersonal skills-overall	2	1	5	0	0	3.63	4.00
7	Ability to learn new skills	1	2	1	0	0	4.00	4.23
8	Employee displays work place behaviors:							
8A	Dependability	0	4	0	0	0	4.00	4.33
8B	Problem solving ability	0	0	3	1	0	2.75	3.93
8C	Independence	0	2	2	0	0	3.50	4.06
8D	Decision making ability	0	1	3	0	0	3.25	3.82
8E	Supports company goals	1	2	1	0	0	4.00	4.05
8F	Puts in full week of work	0	3	1	0	0	3.75	4.36
8G	Leadership	0	0	3	1	0	2.75	3.64
	OVERALL	9	29	32	2	0	3.63	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	1	1	1	2.00	2.47
% of Total	33%	33%	33%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	1	25%	3	75%	0	0%	2.25	2.28
10B	Avoided	0	0%	0	0%	4	100%	1.00	1.07
10C	Offered higher starting wage	1	25%	2	50%	1	25%	2.00	1.74
10D	Offered promotions	3	75%	1	25%	0	0%	2.75	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
PLUMBING
(PH)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	7	13			
Survey Respondents	6	9	Employers Surveyed	3	5
Graduates in			Total Respondents/	3	3
Related Employment/	5	8	Response Rate	100%	60%
% of Respondents	83%	89%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	0	2	1	0	0	3.67	3.95	3.67
2	Equipment usage	0	1	2	0	0	3.33	4.00	3.33
3	Job performance knowledge	0	1	2	0	0	3.33	3.89	3.33
4	Communication skills								
4A	Communication-Reading	0	1	2	0	0	3.33	4.15	4.33
4B	Communication-Writing	0	1	2	0	0	3.33	4.05	4.33
4C	Communication-Speaking	0	1	2	0	0	3.33	4.02	4.33
4D	Communication-Listening	0	1	2	0	0	3.33	4.06	4.33
4	Communication skills-overall	0	4	8	0	0	3.33	4.07	4.33
5	Math skills	0	1	2	0	0	3.33	4.08	4.00
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	1	1	1	0	0	4.00	4.16	4.50
6B	Interpersonal skills-Co-Workers	1	2	0	0	0	4.33	4.14	4.50
6	Interpersonal skills-overall	2	3	1	0	0	4.17	4.15	4.50
7	Ability to learn new skills	0	2	1	0	0	3.67	4.27	4.33
8	Employee displays work place behaviors:								
8A	Dependability	3	0	0	0	0	5.00	4.43	5.00
8B	Problem solving ability	0	0	3	0	0	3.00	3.86	3.33
8C	Independence	0	2	1	0	0	3.67	4.07	3.33
8D	Decision making ability	0	0	2	1	0	2.67	3.73	3.00
8E	Supports company goals	0	1	2	0	0	3.33	4.15	3.67
8F	Puts in full week of work	2	1	0	0	0	4.67	4.44	4.67
8G	Leadership	0	0	2	0	0	3.67	3.60	3.67
	OVERALL	7	18	27	1	0	3.58	4.06	3.94

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	1	1	0	2.50	2.36	3.00
% of Total	50%	50%	0%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	2	67%	0	0%	1	33%	2.33	2.28	2.67
10B	Avoided	0	0%	0	0%	3	100%	1.00	1.04	1.00
10C	Offered higher starting wage	0	0%	1	33%	2	67%	1.33	1.65	2.00
10D	Offered promotions	1	33%	2	67%	0	0%	2.33	2.29	2.33

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
PLUMBING
(PH)
1991/92

	1991/92		1991/92
Total Graduates	13		
Survey Respondents	9	Employers Surveyed	5
Graduates in		Total Respondents/	3
Related Employment/	8	Response Rate	60%
% of Respondents	89%		

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	0	2	1	0	0	3.67	4.07
2	Equipment usage	0	1	2	0	0	3.33	4.10
3	Job performance knowledge	0	1	2	0	0	3.33	4.03
4	Communication skills							
4A	Communication-Reading	1	2	0	0	0	4.33	4.08
4B	Communication-Writing	1	2	0	0	0	4.33	3.89
4C	Communication-Speaking	1	2	0	0	0	4.33	3.89
4D	Communication-Listening	1	2	0	0	0	4.33	3.96
4	Communication skills-overall	4	8	0	0	0	4.33	3.96
5	Math skills	1	1	1	0	0	4.00	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	1	1	0	0	0	4.50	4.00
6B	Interpersonal skills-Co-Workers	1	1	0	0	0	4.50	4.00
6	Interpersonal skills-overall	2	2	0	0	0	4.50	4.00
7	Ability to learn new skills	2	0	1	0	0	4.33	4.23
8	Employee displays work place behaviors:							
8A	Dependability	3	0	0	0	0	5.00	4.33
8B	Problem solving ability	0	1	2	0	0	3.33	3.93
8C	Independence	1	0	1	1	0	3.33	4.06
8D	Decision making ability	0	0	3	0	0	3.00	3.82
8E	Supports company goals	0	2	1	0	0	3.67	4.05
8F	Puts in full week of work	2	1	0	0	0	4.67	4.36
8G	Leadership	0	1	0	1	0	3.00	3.64
	OVERALL	15	20	14	2	0	3.94	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	2	0	0	3.00	2.47
% of Total	100%	0%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	2	67%	1	33%	0	0%	2.67	2.28
10B	Avoided	0	0%	0	0%	3	100%	1.00	1.07
10C	Offered higher starting wage	0	0%	3	100%	0	0%	2.00	1.74
10D	Offered promotions	1	33%	2	67%	0	0%	2.33	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
TOOL DESIGN TECHNOLOGY
(TD)
1991/92/93 (*)

	1991/92/93
Total Graduates	8
Survey Respondents	7
Graduates in Related Employment/ % of Respondents	7 / 100%

	1991/92/93
Employers Surveyed	5
Total Respondents/ Response Rate	3 / 60%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	1	2	0	0	0	4.33	4.01
2	Equipment usage	0	3	0	0	0	4.00	4.05
3	Job performance knowledge	1	2	0	0	0	4.33	3.96
4	Communication skills							
4A	Communication-Reading	0	3	0	0	0	4.00	4.12
4B	Communication-Writing	0	1	1	0	0	3.50	3.97
4C	Communication-Speaking	0	1	1	0	0	3.50	3.96
4D	Communication-Listening	0	2	0	0	0	4.00	4.01
4	Communication skills-overall	0	7	2	0	0	3.78	4.01
5	Math skills	1	2	0	0	0	4.33	4.04
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	1	2	0	0	0	4.33	4.08
6B	Interpersonal skills-Co-Workers	1	2	0	0	0	4.33	4.07
6	Interpersonal skills-overall	2	4	0	0	0	4.33	4.08
7	Ability to learn new skills	1	2	0	0	0	4.33	4.25
8	Employee displays work place behaviors:							
8A	Dependability	1	2	0	0	0	4.33	4.38
8B	Problem solving ability	0	3	0	0	0	4.00	3.89
8C	Independence	1	1	1	0	0	4.00	4.07
8D	Decision making ability	0	2	1	0	0	3.67	3.77
8E	Supports company goals	2	1	0	0	0	4.67	4.10
8F	Puts in full week of work	2	1	0	0	0	4.67	4.40
8G	Leadership	0	3	0	0	0	4.00	3.62
	OVERALL	12	35	4	0	0	4.16	4.04

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	2	1	0	2.67	2.41
% of Total	67%	33%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	0	0%	2	67%	1	33%	1.67	2.28
10B	Avoided	0	0%	0	0%	3	100%	1.00	1.06
10C	Offered higher starting wage	0	0%	0	0%	2	100%	1.00	1.69
10D	Offered promotions	1	50%	0	0%	1	50%	2.00	2.25

(*) To insure confidentiality where fewer than three program employers responded, 1991/92 and 1992/93 data are combined.

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PENNSYLVANIA COLLEGE OF TECHNOLOGY

GRADUATE EMPLOYER SURVEY

HEALTH SCIENCES

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
HEALTH SCIENCES

1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	160	151			
Survey Respondents	129	124	Employers Surveyed	58	79
Graduates in Related Employment/	108	113	Total Respondents/ Response Rate	43	61
% of Respondents	84%	91%		74%	77%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Division Mean Rating	College Mean Rating	1991/92 Division Mean
1	Job performance skills	12	16	10	4	0	3.86	3.95	4.22
2	Equipment usage	11	14	13	3	0	3.80	4.00	4.25
3	Job performance knowledge	14	13	11	2	1	3.90	3.89	4.37
4	Communication skills								
4A	Communication-Reading	15	18	6	1	0	4.18	4.15	4.29
4B	Communication-Writing	13	20	8	1	0	4.07	4.05	4.18
4C	Communication-Speaking	12	16	11	3	0	3.88	4.02	4.04
4D	Communication-Listening	13	16	11	1	0	4.00	4.06	4.16
4	Communication skills-overall	53	70	36	6	0	4.03	4.07	4.17
5	Math skills	9	18	9	0	0	4.00	4.08	4.12
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	20	11	8	2	0	4.20	4.16	4.16
6B	Interpersonal skills-Co-Workers	18	10	12	2	0	4.05	4.14	4.11
6	Interpersonal skills-overall	38	21	20	4	0	4.12	4.15	4.13
7	Ability to learn new skills	22	11	8	1	0	4.29	4.27	4.30
8	Employee displays work place behaviors:								
8A	Dependability	21	14	4	2	1	4.24	4.43	4.54
8B	Problem solving ability	13	10	17	2	0	3.81	3.86	4.11
8C	Independence	15	11	13	2	1	3.88	4.07	4.27
8D	Decision making ability	13	9	17	2	1	3.74	3.73	4.07
8E	Supports company goals	16	12	13	0	1	4.00	4.15	4.18
8F	Puts in full week of work	21	13	4	1	1	4.30	4.44	4.36
8G	Leadership	11	8	16	5	2	3.50	3.60	3.88
	OVERALL	269	240	191	34	8	3.98	4.06	4.20

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Division Mean Rating	College Mean Rating	1991/92 Division Mean
# Responses	7	9	12	1.82	2.36	2.21
% of Total	25%	32%	43%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Division Mean Rating	College Mean Rating	1991/92 Division Mean
10A	Preferred	14	34%	12	29%	15	37%	1.98	2.28	1.96
10B	Avoided	0	0%	4	10%	38	90%	1.10	1.04	1.14
10C	Offered higher starting wage	0	0%	6	15%	34	85%	1.15	1.65	1.25
10D	Offered promotions	19	49%	9	23%	11	28%	2.21	2.29	2.02

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
HEALTH SCIENCES

1991/92

	1991/92		1991/92
Total Graduates	151		
Survey Respondents	124	Employers Surveyed	79
Graduates in		Total Respondents/	61
Related Employment/	113	Response Rate	77%
% of Respondents	91%		

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Division Mean Rating	College Mean Rating
1	Job performance skills	21	26	7	1	0	4.22	4.07
2	Equipment usage	22	25	8	0	0	4.25	4.10
3	Job performance knowledge	27	20	7	0	0	4.37	4.03
4	Communication skills							
4A	Communication-Reading	23	27	5	1	0	4.29	4.08
4B	Communication-Writing	22	24	8	2	0	4.18	3.89
4C	Communication-Speaking	19	21	15	1	0	4.04	3.89
4D	Communication-Listening	22	22	11	1	0	4.16	3.96
4	Communication skills-overall	86	94	39	5	0	4.17	3.96
5	Math skills	18	21	12	0	0	4.12	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	22	22	11	1	0	4.16	4.00
6B	Interpersonal skills-Co-Workers	22	19	14	1	0	4.11	4.00
6	Interpersonal skills-overall	44	41	25	2	0	4.13	4.00
7	Ability to learn new skills	25	20	9	0	0	4.30	4.23
8	Employee displays work place behaviors:							
8A	Dependability	33	20	3	0	0	4.54	4.33
8B	Problem solving ability	21	22	11	2	0	4.11	3.93
8C	Independence	26	20	9	1	0	4.27	4.06
8D	Decision making ability	21	20	13	2	0	4.07	3.82
8E	Supports company goals	21	25	9	1	0	4.18	4.05
8F	Puts in full week of work	26	24	6	0	0	4.36	4.36
8G	Leadership	16	20	17	3	0	3.88	3.64
	OVERALL	407	398	175	17	0	4.20	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Division Mean Rating	College Mean Rating
# Responses	19	13	10	2.21	2.47
% of Total	45%	31%	24%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Division Mean Rating	College Mean Rating
10A	Preferred	15	29%	20	38%	17	33%	1.96	2.28
10B	Avoided	1	2%	5	10%	45	88%	1.14	1.07
10C	Offered higher starting wage	2	4%	9	18%	40	78%	1.25	1.74
10D	Offered promotions	17	35%	16	33%	16	33%	2.02	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
DENTAL HYGIENE
(DH)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	18	26			
Survey Respondents	16	25	Employers Surveyed	10	16
Graduates in Related Employment/	15	23	Total Respondents/	8	13
% of Respondents	94%	92%	Response Rate	80%	81%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	4	2	2	0	0	4.25	3.95	4.38
2	Equipment usage	4	2	2	0	0	4.25	4.00	4.46
3	Job performance knowledge	4	2	2	0	0	4.25	3.89	4.54
4	Communication skills								
4A	Communication-Reading	4	2	1	0	0	4.43	4.15	4.54
4B	Communication-Writing	4	3	1	0	0	4.38	4.05	4.46
4C	Communication-Speaking	4	3	1	0	0	4.38	4.02	4.23
4D	Communication-Listening	4	2	2	0	0	4.25	4.06	4.46
4	Communication skills-overall	16	10	5	0	0	4.35	4.07	4.42
5	Math skills	4	2	0	0	0	4.67	4.08	4.46
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	5	0	1	1	0	4.29	4.16	4.54
6B	Interpersonal skills-Co-Workers	5	0	2	1	0	4.13	4.14	4.46
6	Interpersonal skills-overall	10	0	3	2	0	4.20	4.15	4.50
7	Ability to learn new skills	5	1	2	0	0	4.38	4.27	4.46
8	Employee displays work place behaviors:								
8A	Dependability	4	2	1	0	1	4.00	4.43	5.00
8B	Problem solving ability	2	2	4	0	0	3.75	3.86	4.46
8C	Independence	2	3	2	1	0	3.75	4.07	4.62
8D	Decision making ability	2	2	4	0	0	3.75	3.73	4.38
8E	Supports company goals	3	2	2	0	1	3.75	4.15	4.54
8F	Puts in full week of work	4	2	1	0	1	4.00	4.44	4.77
8G	Leadership	2	2	3	1	0	3.63	3.60	4.31
	OVERALL	66	34	33	4	3	4.11	4.06	4.50

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	1	4	1	2.00	2.36	2.55
% of Total	17%	67%	17%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	4	50%	1	13%	3	38%	2.13	2.28	2.23
10B	Avoided	0	0%	0	0%	8	100%	1.00	1.04	1.00
10C	Offered higher starting wage	0	0%	3	38%	5	63%	1.38	1.65	1.54
10D	Offered promotions	3	43%	3	43%	1	14%	2.29	2.29	1.92

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
DENTAL HYGIENE
(DH)
1991/92

	1991/92
Total Graduates	26
Survey Respondents	25
Graduates in Related Employment/	23
% of Respondents	92%

	1991/92
Employers Surveyed	16
Total Respondents/	13
Response Rate	81%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	6	6	1	0	0	4.38	4.07
2	Equipment usage	8	3	2	0	0	4.46	4.10
3	Job performance knowledge	9	2	2	0	0	4.54	4.03
4	Communication skills							
4A	Communication-Reading	8	4	1	0	0	4.54	4.08
4B	Communication-Writing	8	3	2	0	0	4.46	3.89
4C	Communication-Speaking	6	4	3	0	0	4.23	3.89
4D	Communication-Listening	7	5	1	0	0	4.46	3.96
4	Communication skills-overall	29	16	7	0	0	4.42	3.96
5	Math skills	7	5	1	0	0	4.46	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	8	4	1	0	0	4.54	4.00
6B	Interpersonal skills-Co-Workers	8	3	2	0	0	4.46	4.00
6	Interpersonal skills-overall	16	7	3	0	0	4.50	4.00
7	Ability to learn new skills	7	5	1	0	0	4.46	4.23
8	Employee displays work place behaviors:							
8A	Dependability	10	0	0	0	0	5.00	4.33
8B	Problem solving ability	7	5	1	0	0	4.46	3.93
8C	Independence	8	5	0	0	0	4.62	4.06
8D	Decision making ability	6	6	1	0	0	4.38	3.82
8E	Supports company goals	8	4	1	0	0	4.54	4.05
8F	Puts in full week of work	10	3	0	0	0	4.77	4.36
8G	Leadership	6	5	2	0	0	4.31	3.64
	OVERALL	137	72	22	0	0	4.50	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	7	3	1	2.55	2.47
% of Total	64%	27%	9%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	7	54%	2	15%	4	31%	2.23	2.28
10B	Avoided	0	0%	0	0%	12	100%	1.00	1.07
10C	Offered higher starting wage	2	15%	3	23%	8	62%	1.54	1.74
10D	Offered promotions	4	31%	4	31%	5	38%	1.92	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
NURSING
(NR)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	72	53			
Survey Respondents	59	40	Employers Surveyed	24	27
Graduates in			Total Respondents/	17	23
Related Employment/	50	39	Response Rate	71%	85%
% of Respondents	85%	98%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	2	6	4	4	0	3.38	3.95	4.19
2	Equipment usage	1	6	6	3	0	3.31	4.00	4.19
3	Job performance knowledge	2	6	5	2	1	3.38	3.89	4.29
4	Communication skills								
4A	Communication-Reading	6	7	2	1	0	4.13	4.15	4.33
4B	Communication-Writing	5	7	4	0	0	4.06	4.05	4.24
4C	Communication-Speaking	5	5	4	2	0	3.81	4.02	4.00
4D	Communication-Listening	5	5	4	1	0	3.93	4.06	4.10
4	Communication skills-overall	21	24	14	4	0	3.98	4.07	4.17
5	Math skills	4	8	4	0	0	4.00	4.08	4.05
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	7	5	3	1	0	4.13	4.16	4.05
6B	Interpersonal skills-Co-Workers	6	5	5	0	0	4.06	4.14	3.90
6	Interpersonal skills-overall	13	10	8	1	0	4.09	4.15	3.98
7	Ability to learn new skills	8	5	3	0	0	4.31	4.27	4.25
8	Employee displays work place behaviors:								
8A	Dependability	7	6	2	1	0	4.19	4.43	4.48
8B	Problem solving ability	4	3	8	1	0	3.63	3.86	4.05
8C	Independence	4	3	7	1	1	3.50	4.07	4.19
8D	Decision making ability	3	4	7	1	1	3.44	3.73	4.00
8E	Supports company goals	4	3	7	0	0	3.81	4.15	4.15
8F	Puts in full week of work	6	5	2	1	0	4.14	4.44	4.33
8G	Leadership	2	3	6	4	1	3.06	3.60	3.76
	OVERALL	81	94	83	23	4	3.79	4.06	4.14

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	1	1	9	1.27	2.36	1.80
% of Total	9%	9%	82%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	1	7%	5	33%	9	60%	1.47	2.28	1.55
10B	Avoided	0	0%	4	25%	12	75%	1.25	1.04	1.10
10C	Offered higher starting wage	0	0%	0	0%	14	100%	1.00	1.65	1.05
10D	Offered promotions	7	47%	2	13%	6	40%	2.07	2.29	2.16

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
NURSING
(NR)
1991/92

	1991/92
Total Graduates	53
Survey Respondents	40
Graduates in Related Employment/ % of Respondents	39 / 98%

	1991/92
Employers Surveyed	27
Total Respondents/ Response Rate	23 / 85%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	7	11	3	0	0	4.19	4.07
2	Equipment usage	7	11	3	0	0	4.19	4.10
3	Job performance knowledge	9	9	3	0	0	4.29	4.03
4	Communication skills							
4A	Communication-Reading	9	10	2	0	0	4.33	4.08
4B	Communication-Writing	9	9	2	1	0	4.24	3.89
4C	Communication-Speaking	7	7	7	0	0	4.00	3.89
4D	Communication-Listening	8	7	6	0	0	4.10	3.96
4	Communication skills-overall	33	33	17	1	0	4.17	3.96
5	Math skills	7	7	6	0	0	4.05	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	8	7	5	1	0	4.05	4.00
6B	Interpersonal skills-Co-Workers	7	6	7	1	0	3.90	4.00
6	Interpersonal skills-overall	15	13	12	2	0	3.98	4.00
7	Ability to learn new skills	9	7	4	0	0	4.25	4.23
8	Employee displays work place behaviors:							
8A	Dependability	11	9	1	0	0	4.48	4.33
8B	Problem solving ability	8	6	7	0	0	4.05	3.93
8C	Independence	9	7	5	0	0	4.19	4.06
8D	Decision making ability	8	5	8	0	0	4.00	3.82
8E	Supports company goals	7	9	4	0	0	4.15	4.05
8F	Puts in full week of work	10	8	3	0	0	4.33	4.36
8G	Leadership	6	5	9	1	0	3.76	3.64
	OVERALL	146	140	85	4	0	4.14	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	4	4	7	1.80	2.47
% of Total	27%	27%	47%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	2	10%	7	35%	11	55%	1.55	2.28
10B	Avoided	0	0%	2	10%	19	90%	1.10	1.07
10C	Offered higher starting wage	0	0%	1	5%	19	95%	1.05	1.74
10D	Offered promotions	9	47%	4	21%	6	32%	2.16	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
OCCUPATIONAL THERAPY ASSISTING
(OC)
1991/92/93 (*)

	1991/92/93		1991/92/93
Total Graduates	35		
Survey Respondents	28	Employers Surveyed	13
Graduates in Related Employment/ % of Respondents	22 / 79%	Total Respondents/ Response Rate	7 / 54%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	3	2	2	0	0	4.14	4.01
2	Equipment usage	2	3	1	0	0	4.17	4.05
3	Job performance knowledge	3	3	1	0	0	4.29	3.96
4	Communication skills							
4A	Communication-Reading	3	3	0	0	0	4.50	4.12
4B	Communication-Writing	3	4	0	0	0	4.43	3.97
4C	Communication-Speaking	2	3	2	0	0	4.00	3.96
4D	Communication-Listening	3	3	1	0	0	4.29	4.01
4	Communication skills-overall	11	13	3	0	0	4.30	4.01
5	Math skills	1	3	1	0	0	4.00	4.04
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	4	2	1	0	0	4.43	4.08
6B	Interpersonal skills-Co-Workers	4	1	2	0	0	4.29	4.07
6	Interpersonal skills-overall	8	3	3	0	0	4.36	4.08
7	Ability to learn new skills	5	2	0	0	0	4.71	4.25
8	Employee displays work place behaviors:							
8A	Dependability	6	1	0	0	0	4.86	4.38
8B	Problem solving ability	5	1	1	0	0	4.57	3.89
8C	Independence	5	2	0	0	0	4.71	4.07
8D	Decision making ability	5	1	1	0	0	4.57	3.77
8E	Supports company goals	5	2	0	0	0	4.71	4.10
8F	Puts in full week of work	5	2	0	0	0	4.71	4.40
8G	Leadership	4	1	2	0	0	4.29	3.62
	OVERALL	68	39	15	0	0	4.43	4.04

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	4	1	0	2.80	2.41
% of Total	80%	20%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	3	50%	2	33%	1	17%	2.33	2.28
10B	Avoided	0	0%	0	0%	6	100%	1.00	1.06
10C	Offered higher starting wage	0	0%	1	17%	5	83%	1.17	1.69
10D	Offered promotions	3	60%	2	40%	0	0%	2.60	2.25

(*) To insure confidentiality where fewer than three program employers responded, 1991/92 and 1992/93 data are combined.

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
PRACTICAL NURSING (incl. North Campus)
(NU)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	32	36			
Survey Respondents	28	27	Employers Surveyed	9	15
Graduates in			Total Respondents/	5	10
Related Employment/	19	24	Response Rate	56%	67%
% of Respondents	68%	89%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	2	2	1	0	0	4.20	3.95	3.75
2	Equipment usage	3	0	2	0	0	4.20	4.00	3.75
3	Job performance knowledge	2	1	1	0	0	4.25	3.89	4.00
4	Communication skills								
4A	Communication-Reading	2	3	0	0	0	4.40	4.15	3.88
4B	Communication-Writing	2	2	1	0	0	4.20	4.05	3.75
4C	Communication-Speaking	2	1	2	0	0	4.00	4.02	3.63
4D	Communication-Listening	2	1	2	0	0	4.00	4.06	3.88
4	Communication skills-overall	8	7	5	0	0	4.15	4.07	3.78
5	Math skills	0	2	1	0	0	3.67	4.08	3.63
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	3	1	1	0	0	4.40	4.16	3.88
6B	Interpersonal skills-Co-Workers	3	1	0	1	0	4.20	4.14	3.88
6	Interpersonal skills-overall	6	2	1	1	0	4.30	4.15	3.88
7	Ability to learn new skills	3	0	2	0	0	4.20	4.27	4.00
8	Employee displays work place behaviors:								
8A	Dependability	3	2	0	0	0	4.60	4.43	4.38
8B	Problem solving ability	2	1	2	0	0	4.00	3.86	3.63
8C	Independence	2	1	2	0	0	4.00	4.07	3.75
8D	Decision making ability	2	1	2	0	0	4.00	3.73	3.38
8E	Supports company goals	3	0	2	0	0	4.20	4.15	3.88
8F	Puts in full week of work	3	2	0	0	0	4.60	4.44	3.75
8G	Leadership	1	1	3	0	0	3.60	3.60	3.71
	OVERALL	40	22	24	1	0	4.16	4.06	3.80

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	2	1	2	2.00	2.36	2.17
% of Total	40%	20%	40%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	1	25%	1	25%	2	50%	1.75	2.28	2.29
10B	Avoided	0	0%	0	0%	5	100%	1.00	1.04	1.14
10C	Offered higher starting wage	0	0%	2	50%	2	50%	1.50	1.65	1.29
10D	Offered promotions	4	80%	0	0%	1	20%	2.60	2.29	2.29

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
PRACTICAL NURSING (incl. North Campus)
(NU)
1991/92

	1991/92			1991/92
Total Graduates	36			
Survey Respondents	27		Employers Surveyed	15
Graduates in Related Employment/	24		Total Respondents/	10
% of Respondents	89%	#N/A	Response Rate	67%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	0	6	2	0	0	3.75	4.07
2	Equipment usage	0	6	2	0	0	3.75	4.10
3	Job performance knowledge	1	6	1	0	0	4.00	4.03
4	Communication skills							
4A	Communication-Reading	1	5	2	0	0	3.88	4.08
4B	Communication-Writing	0	6	2	0	0	3.75	3.89
4C	Communication-Speaking	0	5	3	0	0	3.63	3.89
4D	Communication-Listening	1	5	2	0	0	3.88	3.96
4	Communication skills-overall	2	21	9	0	0	3.78	3.96
5	Math skills	0	5	3	0	0	3.63	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	1	5	2	0	0	3.88	4.00
6B	Interpersonal skills-Co-Workers	2	3	3	0	0	3.88	4.00
6	Interpersonal skills-overall	3	8	5	0	0	3.88	4.00
7	Ability to learn new skills	2	4	2	0	0	4.00	4.23
8	Employee displays work place behaviors:							
8A	Dependability	5	2	0	1	0	4.38	4.33
8B	Problem solving ability	1	4	2	1	0	3.63	3.93
8C	Independence	1	5	1	1	0	3.75	4.06
8D	Decision making ability	1	3	2	2	0	3.38	3.82
8E	Supports company goals	1	5	2	0	0	3.88	4.05
8F	Puts in full week of work	1	5	1	1	0	3.75	4.36
8G	Leadership	0	5	2	0	0	3.71	3.64
	OVERALL	18	85	34	6	0	3.80	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	2	3	1	2.17	2.47
% of Total	33%	50%	17%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	2	29%	5	71%	0	0%	2.29	2.28
10B	Avoided	0	0%	1	14%	6	86%	1.14	1.07
10C	Offered higher starting wage	0	0%	2	29%	5	71%	1.29	1.74
10D	Offered promotions	3	43%	3	43%	1	14%	2.29	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
RADIOGRAPHY
(RT)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	14	17			
Survey Respondents	12	15	Employers Surveyed	7	10
Graduates in			Total Respondents/	6	6
Related Employment/	11	15	Response Rate	86%	60%
% of Respondents	92%	100%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	1	4	1	0	0	4.00	3.95	4.40
2	Equipment usage	3	2	1	0	0	4.33	4.00	4.60
3	Job performance knowledge	3	2	1	0	0	4.33	3.89	4.60
4	Communication skills								
4A	Communication-Reading	0	4	2	0	0	3.67	4.15	4.17
4B	Communication-Writing	0	4	1	1	0	3.50	4.05	4.00
4C	Communication-Speaking	0	4	1	1	0	3.50	4.02	4.17
4D	Communication-Listening	0	4	2	0	0	3.67	4.06	4.00
4	Communication skills-overall	0	16	6	2	0	3.58	4.07	4.08
5	Math skills	0	4	2	0	0	3.67	4.08	4.17
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	3	3	0	0	0	4.50	4.16	4.33
6B	Interpersonal skills-Co-Workers	2	2	2	0	0	4.00	4.14	4.17
6	Interpersonal skills-overall	5	5	2	0	0	4.25	4.15	4.25
7	Ability to learn new skills	2	3	0	1	0	4.00	4.27	4.33
8	Employee displays work place behaviors:								
8A	Dependability	2	2	1	1	0	3.83	4.43	4.50
8B	Problem solving ability	1	3	1	1	0	3.67	3.86	4.00
8C	Independence	3	2	1	0	0	4.33	4.07	4.33
8D	Decision making ability	2	1	2	1	0	3.67	3.73	4.33
8E	Supports company goals	3	2	1	0	0	4.33	4.15	4.50
8F	Puts in full week of work	4	1	1	0	0	4.50	4.44	4.17
8G	Leadership	2	1	2	0	1	3.50	3.60	3.00
	OVERALL	31	48	22	6	1	3.94	4.06	4.24

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	0	2	0	2.00	2.36	2.60
% of Total	0%	100%	0%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	6	100%	0	0%	0	0%	3.00	2.28	2.00
10B	Avoided	0	0%	0	0%	6	100%	1.00	1.04	1.40
10C	Offered higher starting wage	0	0%	0	0%	6	100%	1.00	1.65	1.20
10D	Offered promotions	4	67%	0	0%	2	33%	2.33	2.29	1.50

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
RADIOGRAPHY
(RT)
1991/92

	1991/92
Total Graduates	17
Survey Respondents	15
Graduates in Related Employment/ % of Respondents	15 / 100%

	1991/92
Employers Surveyed	10
Total Respondents/ Response Rate	6 / 60%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	4	0	0	1	0	4.40	4.07
2	Equipment usage	4	0	1	0	0	4.60	4.10
3	Job performance knowledge	4	0	1	0	0	4.60	4.03
4	Communication skills							
4A	Communication-Reading	2	3	1	0	0	4.17	4.08
4B	Communication-Writing	2	2	2	0	0	4.00	3.89
4C	Communication-Speaking	3	1	2	0	0	4.17	3.89
4D	Communication-Listening	3	1	1	1	0	4.00	3.96
4	Communication skills-overall	10	7	6	1	0	4.08	3.96
5	Math skills	3	1	2	0	0	4.17	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	3	2	1	0	0	4.33	4.00
6B	Interpersonal skills-Co-Workers	3	1	2	0	0	4.17	4.00
6	Interpersonal skills-overall	6	3	3	0	0	4.25	4.00
7	Ability to learn new skills	4	0	2	0	0	4.33	4.23
8	Employee displays work place behaviors:							
8A	Dependability	4	1	1	0	0	4.50	4.33
8B	Problem solving ability	3	1	1	1	0	4.00	3.93
8C	Independence	4	0	2	0	0	4.33	4.06
8D	Decision making ability	4	0	2	0	0	4.33	3.82
8E	Supports company goals	4	1	1	0	0	4.50	4.05
8F	Puts in full week of work	2	3	1	0	0	4.17	4.36
8G	Leadership	0	1	1	1	0	3.00	3.64
	OVERALL	56	18	24	4	0	4.24	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	4	0	1	2.60	2.47
% of Total	80%	0%	20%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	1	17%	4	67%	1	17%	2.00	2.28
10B	Avoided	1	20%	0	0%	4	80%	1.40	1.07
10C	Offered higher starting wage	0	0%	1	20%	4	80%	1.20	1.74
10D	Offered promotions	0	0%	2	50%	2	50%	1.50	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
SURGICAL TECHNOLOGY
(ST)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	15	15			
Survey Respondents	10	12	Employers Surveyed	5	9
Graduates in			Total Respondents/	4	9
Related Employment/	9	10	Response Rate	80%	100%
% of Respondents	90%	83%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	2	1	1	0	0	4.25	3.95	4.38
2	Equipment usage	1	2	1	0	0	4.00	4.00	4.14
3	Job performance knowledge	2	1	1	0	0	4.25	3.89	4.33
4	Communication skills								
4A	Communication-Reading	2	1	1	0	0	4.25	4.15	4.00
4B	Communication-Writing	1	2	1	0	0	4.00	4.05	3.86
4C	Communication-Speaking	1	2	1	0	0	4.00	4.02	3.86
4D	Communication-Listening	1	2	1	0	0	4.00	4.06	4.14
4	Communication skills-overall	5	7	4	0	0	4.06	4.07	3.96
5	Math skills	0	2	1	0	0	3.67	4.08	4.00
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	1	1	2	0	0	3.75	4.16	3.71
6B	Interpersonal skills-Co-Workers	1	2	1	0	0	4.00	4.14	4.00
6	Interpersonal skills-overall	2	3	3	0	0	3.88	4.15	3.86
7	Ability to learn new skills	2	1	1	0	0	4.25	4.27	4.17
8	Employee displays work place behaviors:								
8A	Dependability	2	2	0	0	0	4.50	4.43	4.14
8B	Problem solving ability	1	2	1	0	0	4.00	3.86	3.86
8C	Independence	1	2	1	0	0	4.00	4.07	4.00
8D	Decision making ability	1	2	1	0	0	4.00	3.73	3.86
8E	Supports company goals	1	2	1	0	0	4.00	4.15	3.71
8F	Puts in full week of work	2	2	0	0	0	4.50	4.44	4.14
8G	Leadership	1	1	2	0	0	3.75	3.60	3.43
	OVERALL	23	30	18	0	0	4.07	4.06	3.98

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	2	1	0	2.67	2.36	2.00
% of Total	67%	33%	0%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	0	0%	4	100%	0	0%	2.00	2.28	2.17
10B	Avoided	0	0%	0	0%	4	100%	1.00	1.04	1.33
10C	Offered higher starting wage	0	0%	1	25%	3	75%	1.25	1.65	1.33
10D	Offered promotions	1	25%	2	50%	1	25%	2.00	2.29	1.67

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
SURGICAL TECHNOLOGY
(ST)
1991/92

	1991/92		1991/92
Total Graduates	15		
Survey Respondents	12	Employers Surveyed	9
Graduates in		Total Respondents/	9
Related Employment/	10	Response Rate	100%
% of Respondents	83%		

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	4	3	1	0	0	4.38	4.07
2	Equipment usage	2	4	1	0	0	4.14	4.10
3	Job performance knowledge	3	2	1	0	0	4.33	4.03
4	Communication skills							
4A	Communication-Reading	2	4	0	1	0	4.00	4.08
4B	Communication-Writing	2	3	1	1	0	3.86	3.89
4C	Communication-Speaking	2	3	1	1	0	3.86	3.89
4D	Communication-Listening	2	4	1	0	0	4.14	3.96
4	Communication skills-overall	8	14	3	3	0	3.96	3.96
5	Math skills	1	2	1	0	0	4.00	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	1	3	3	0	0	3.71	4.00
6B	Interpersonal skills-Co-Workers	1	5	1	0	0	4.00	4.00
6	Interpersonal skills-overall	2	8	4	0	0	3.86	4.00
7	Ability to learn new skills	2	3	1	0	0	4.17	4.23
8	Employee displays work place behaviors:							
8A	Dependability	2	4	1	0	0	4.14	4.33
8B	Problem solving ability	1	5	0	1	0	3.86	3.93
8C	Independence	3	2	1	1	0	4.00	4.06
8D	Decision making ability	1	5	0	1	0	3.86	3.82
8E	Supports company goals	0	5	2	0	0	3.71	4.05
8F	Puts in full week of work	2	4	1	0	0	4.14	4.36
8G	Leadership	0	4	2	1	0	3.43	3.64
	OVERALL	31	65	19	7	0	3.98	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	1	2	1	2.00	2.47
% of Total	25%	50%	25%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	2	33%	3	50%	1	17%	2.17	2.28
10B	Avoided	0	0%	2	33%	4	67%	1.33	1.07
10C	Offered higher starting wage	0	0%	2	33%	4	67%	1.33	1.74
10D	Offered promotions	0	0%	4	67%	2	33%	1.67	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY

GRADUATE EMPLOYER SURVEY

HOSPITALITY

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
HOSPITALITY

1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	33	29			
Survey Respondents	28	26	Employers Surveyed	15	12
Graduates in			Total Respondents/	7	10
Related Employment/	25	15	Response Rate	47%	83%
% of Respondents	89%	58%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Division Mean Rating	College Mean Rating	1991/92 Division Mean
1	Job performance skills	3	4	0	0	0	4.43	3.95	4.60
2	Equipment usage	3	4	0	0	0	4.43	4.00	4.50
3	Job performance knowledge	2	3	2	0	0	4.00	3.89	4.50
4	Communication skills								
4A	Communication-Reading	3	3	0	0	0	4.50	4.15	4.50
4B	Communication-Writing	3	3	0	0	0	4.50	4.05	4.40
4C	Communication-Speaking	4	2	0	0	0	4.67	4.02	4.70
4D	Communication-Listening	4	2	0	0	0	4.67	4.06	4.60
4	Communication skills-overall	14	10	0	0	0	4.58	4.07	4.55
5	Math skills	4	2	1	0	0	4.43	4.08	4.50
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	2	5	0	0	0	4.29	4.16	3.80
6B	Interpersonal skills-Co-Workers	1	6	0	0	0	4.14	4.14	3.60
6	Interpersonal skills-overall	3	11	0	0	0	4.21	4.15	3.70
7	Ability to learn new skills	3	4	0	0	0	4.43	4.27	4.60
8	Employee displays work place behaviors:								
8A	Dependability	5	2	0	0	0	4.71	4.43	5.00
8B	Problem solving ability	2	3	2	0	0	4.00	3.86	4.70
8C	Independence	3	4	0	0	0	4.43	4.07	4.80
8D	Decision making ability	2	5	0	0	0	4.29	3.73	4.20
8E	Supports company goals	7	0	0	0	0	5.00	4.15	4.50
8F	Puts in full week of work	7	0	0	0	0	5.00	4.44	4.70
8G	Leadership	2	5	0	0	0	4.29	3.60	4.00
	OVERALL	60	57	5	0	0	4.45	4.06	4.46

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Division Mean Rating	College Mean Rating	1991/92 Division Mean
# Responses	5	2	0	2.71	2.36	3.00
% of Total	71%	29%	0%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Division Mean Rating	College Mean Rating	1991/92 Division Mean
10A	Preferred	5	100%	0	0%	0	0%	3.00	2.28	2.89
10B	Avoided	0	0%	0	0%	7	100%	1.00	1.04	1.00
10C	Offered higher starting wage	1	20%	4	80%	0	0%	2.20	1.65	2.44
10D	Offered promotions	4	80%	1	20%	0	0%	2.80	2.29	3.00

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
HOSPITALITY

1991/92

	1991/92		1991/92
Total Graduates	29		
Survey Respondents	26		
Graduates in Related Employment/ % of Respondents	15 / 58%	Employers Surveyed / Total Respondents/ Response Rate	12 / 10 / 83%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Division Mean Rating	College Mean Rating
1	Job performance skills	7	2	1	0	0	4.60	4.07
2	Equipment usage	6	3	1	0	0	4.50	4.10
3	Job performance knowledge	5	5	0	0	0	4.50	4.03
4	Communication skills							
4A	Communication-Reading	7	1	2	0	0	4.50	4.08
4B	Communication-Writing	7	0	3	0	0	4.40	3.89
4C	Communication-Speaking	8	1	1	0	0	4.70	3.89
4D	Communication-Listening	7	2	1	0	0	4.60	3.96
4	Communication skills-overall	29	4	7	0	0	4.55	3.96
5	Math skills	7	1	2	0	0	4.50	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	4	1	4	1	0	3.80	4.00
6B	Interpersonal skills-Co-Workers	2	3	4	1	0	3.60	4.00
6	Interpersonal skills-overall	6	4	8	2	0	3.70	4.00
7	Ability to learn new skills	7	2	1	0	0	4.60	4.23
8	Employee displays work place behaviors:							
8A	Dependability	10	0	0	0	0	5.00	4.33
8B	Problem solving ability	7	3	0	0	0	4.70	3.93
8C	Independence	8	2	0	0	0	4.80	4.06
8D	Decision making ability	3	6	1	0	0	4.20	3.82
8E	Supports company goals	6	3	1	0	0	4.50	4.05
8F	Puts in full week of work	7	3	0	0	0	4.70	4.36
8G	Leadership	5	1	3	1	0	4.00	3.64
	OVERALL	113	39	25	3	0	4.46	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Division Mean Rating	College Mean Rating
# Responses	6	0	0	3.00	2.47
% of Total	100%	0%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Division Mean Rating	College Mean Rating
10A	Preferred	8	89%	1	11%	0	0%	2.89	2.28
10B	Avoided	0	0%	0	0%	8	100%	1.00	1.07
10C	Offered higher starting wage	5	56%	3	33%	1	11%	2.44	1.74
10D	Offered promotions	9	100%	0	0%	0	0%	3.00	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
CULINARY ARTS
(CA)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	16	15			
Survey Respondents	14	14	Employers Surveyed	7	7
Graduates in Related Employment/ % of Respondents	12 / 86%	8 / 57%	Total Respondents/ Response Rate	4 / 57%	5 / 71%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	2	2	0	0	0	4.50	3.95	4.80
2	Equipment usage	2	2	0	0	0	4.50	4.00	4.60
3	Job performance knowledge	1	2	1	0	0	4.00	3.89	4.60
4	Communication skills								
4A	Communication-Reading	1	2	0	0	0	4.33	4.15	4.60
4B	Communication-Writing	1	2	0	0	0	4.33	4.05	4.60
4C	Communication-Speaking	2	1	0	0	0	4.67	4.02	4.60
4D	Communication-Listening	2	1	0	0	0	4.67	4.06	4.60
4	Communication skills-overall	6	6	0	0	0	4.50	4.07	4.60
5	Math skills	2	1	1	0	0	4.25	4.08	4.60
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	2	2	0	0	0	4.50	4.16	3.80
6B	Interpersonal skills-Co-Workers	1	3	0	0	0	4.25	4.14	3.60
6	Interpersonal skills-overall	3	5	0	0	0	4.38	4.15	3.70
7	Ability to learn new skills	2	2	0	0	0	4.50	4.27	4.60
8	Employee displays work place behaviors:								
8A	Dependability	3	1	0	0	0	4.75	4.43	5.00
8B	Problem solving ability	1	2	1	0	0	4.00	3.86	4.60
8C	Independence	2	2	0	0	0	4.50	4.07	4.80
8D	Decision making ability	1	3	0	0	0	4.25	3.73	4.00
8E	Supports company goals	4	0	0	0	0	5.00	4.15	4.40
8F	Puts in full week of work	4	0	0	0	0	5.00	4.44	4.80
8G	Leadership	1	3	0	0	0	4.25	3.60	3.80
	OVERALL	34	31	3	0	0	4.46	4.06	4.47

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	3	1	0	2.75	2.36	3.00
% of Total	75%	25%	0%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	3	100%	0	0%	0	0%	3.00	2.28	2.75
10B	Avoided	0	0%	0	0%	4	100%	1.00	1.04	1.00
10C	Offered higher starting wage	1	33%	2	67%	0	0%	2.33	1.65	2.50
10D	Offered promotions	2	67%	1	33%	0	0%	2.67	2.29	3.00

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
CULINARY ARTS
(CA)
1991/92

	1991/92		1991/92
Total Graduates	15		
Survey Respondents	14	Employers Surveyed	7
Graduates in Related Employment/	8	Total Respondents/	5
% of Respondents	57%	Response Rate	71%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	4	1	0	0	0	4.80	4.07
2	Equipment usage	3	2	0	0	0	4.60	4.10
3	Job performance knowledge	3	2	0	0	0	4.60	4.03
4	Communication skills							
4A	Communication-Reading	4	0	1	0	0	4.60	4.08
4B	Communication-Writing	4	0	1	0	0	4.60	3.89
4C	Communication-Speaking	4	0	1	0	0	4.60	3.89
4D	Communication-Listening	4	0	1	0	0	4.60	3.96
4	Communication skills-overall	16	0	4	0	0	4.60	3.96
5	Math skills	4	0	1	0	0	4.60	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	2	1	1	1	0	3.80	4.00
6B	Interpersonal skills-Co-Workers	1	2	1	1	0	3.60	4.00
6	Interpersonal skills-overall	3	3	2	2	0	3.70	4.00
7	Ability to learn new skills	4	0	1	0	0	4.60	4.23
8	Employee displays work place behaviors:							
8A	Dependability	5	0	0	0	0	5.00	4.33
8B	Problem solving ability	3	2	0	0	0	4.60	3.93
8C	Independence	4	1	0	0	0	4.80	4.06
8D	Decision making ability	1	3	1	0	0	4.00	3.82
8E	Supports company goals	3	1	1	0	0	4.40	4.05
8F	Puts in full week of work	4	1	0	0	0	4.80	4.36
8G	Leadership	2	1	1	1	0	3.80	3.64
	OVERALL	59	17	11	3	0	4.47	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	3	0	0	3.00	2.47
% of Total	100%	0%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	3	75%	1	25%	0	0%	2.75	2.28
10B	Avoided	0	0%	0	0%	4	100%	1.00	1.07
10C	Offered higher starting wage	2	50%	2	50%	0	0%	2.50	1.74
10D	Offered promotions	4	100%	0	0%	0	0%	3.00	2.21

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
FOOD & HOSPITALITY MANAGEMENT
(FH)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	17	14			
Survey Respondents	14	12	Employers Surveyed	8	5
Graduates in			Total Respondents/	3	5
Related Employment/	13	7	Response Rate	38%	100%
% of Respondents	93%	58%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	1	2	0	0	0	4.33	3.95	4.40
2	Equipment usage	1	2	0	0	0	4.33	4.00	4.40
3	Job performance knowledge	1	1	1	0	0	4.00	3.89	4.40
4	Communication skills								
4A	Communication-Reading	2	1	0	0	0	4.67	4.15	4.40
4B	Communication-Writing	2	1	0	0	0	4.67	4.05	4.20
4C	Communication-Speaking	2	1	0	0	0	4.67	4.02	4.80
4D	Communication-Listening	2	1	0	0	0	4.67	4.06	4.60
4	Communication skills-overall	8	4	0	0	0	4.67	4.07	4.50
5	Math skills	2	1	0	0	0	4.67	4.08	4.40
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	0	3	0	0	0	4.00	4.16	3.80
6B	Interpersonal skills-Co-Workers	0	3	0	0	0	4.00	4.14	3.60
6	Interpersonal skills-overall	0	6	0	0	0	4.00	4.15	3.70
7	Ability to learn new skills	1	2	0	0	0	4.33	4.27	4.60
8	Employee displays work place behaviors:								
8A	Dependability	2	1	0	0	0	4.67	4.43	5.00
8B	Problem solving ability	1	1	1	0	0	4.00	3.86	4.80
8C	Independence	1	2	0	0	0	4.33	4.07	4.80
8D	Decision making ability	1	2	0	0	0	4.33	3.73	4.40
8E	Supports company goals	3	0	0	0	0	5.00	4.15	4.60
8F	Puts in full week of work	3	0	0	0	0	5.00	4.44	4.60
8G	Leadership	1	2	0	0	0	4.33	3.60	4.20
	OVERALL	26	26	2	0	0	4.44	4.06	4.44

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	2	1	0	2.67	2.36	3.00
% of Total	67%	33%	0%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	2	100%	0	0%	0	0%	3.00	2.28	3.00
10B	Avoided	0	0%	0	0%	3	100%	1.00	1.04	1.00
10C	Offered higher starting wage	0	0%	2	100%	0	0%	2.00	1.65	2.40
10D	Offered promotions	2	100%	0	0%	0	0%	3.00	2.29	3.00

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
FOOD & HOSPITALITY MANAGEMENT
(FH)
1991/92

	1991/92
Total Graduates	14
Survey Respondents	12
Graduates in Related Employment/ % of Respondents	7 / 58%

	1991/92
Employers Surveyed	5
Total Respondents/ Response Rate	5 / 100%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	3	1	1	0	0	4.40	4.07
2	Equipment usage	3	1	1	0	0	4.40	4.10
3	Job performance knowledge	2	3	0	0	0	4.40	4.03
4	Communication skills							
4A	Communication-Reading	3	1	1	0	0	4.40	4.08
4B	Communication-Writing	3	0	2	0	0	4.20	3.89
4C	Communication-Speaking	4	1	0	0	0	4.80	3.89
4D	Communication-Listening	3	2	0	0	0	4.60	3.96
4	Communication skills-overall	13	4	3	0	0	4.50	3.96
5	Math skills	3	1	1	0	0	4.40	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	2	0	3	0	0	3.80	4.00
6B	Interpersonal skills-Co-Workers	1	1	3	0	0	3.60	4.00
6	Interpersonal skills-overall	3	1	6	0	0	3.70	4.00
7	Ability to learn new skills	3	2	0	0	0	4.60	4.23
8	Employee displays work place behaviors:							
8A	Dependability	5	0	0	0	0	5.00	4.33
8B	Problem solving ability	4	1	0	0	0	4.80	3.93
8C	Independence	4	1	0	0	0	4.80	4.06
8D	Decision making ability	2	3	0	0	0	4.40	3.82
8E	Supports company goals	3	2	0	0	0	4.60	4.05
8F	Puts in full week of work	3	2	0	0	0	4.60	4.36
8G	Leadership	3	0	2	0	0	4.20	3.64
	OVERALL	54	22	14	0	0	4.44	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	3	0	0	3.00	2.47
% of Total	100%	0%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	5	100%	0	0%	0	0%	3.00	2.28
10B	Avoided	0	0%	0	0%	4	100%	1.00	1.07
10C	Offered higher starting wage	3	60%	1	20%	1	20%	2.40	1.74
10D	Offered promotions	5	100%	0	0%	0	0%	3.00	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY

GRADUATE EMPLOYER SURVEY

INDUSTRIAL & ENGINEERING TECHNOLOGIES

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
INDUSTRIAL & ENGINEERING TECHNOLOGIES

1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	132	141			
Survey Respondents	119	116	Employers Surveyed	35	47
Graduates in			Total Respondents/	26	32
Related Employment/	70	67	Response Rate	74%	68%
% of Respondents	59%	58%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Division Mean Rating	College Mean Rating	1991/92 Division Mean
1	Job performance skills	6	9	8	1	0	3.92	3.95	3.97
2	Equipment usage	11	7	8	0	0	4.12	4.00	3.90
3	Job performance knowledge	8	10	7	0	1	3.92	3.89	3.87
4	Communication skills								
4A	Communication-Reading	9	12	4	0	1	4.08	4.15	4.00
4B	Communication-Writing	11	11	2	2	0	4.19	4.05	3.66
4C	Communication-Speaking	9	11	6	0	0	4.12	4.02	3.70
4D	Communication-Listening	10	12	3	0	1	4.15	4.06	3.82
4	Communication skills-overall	39	46	15	2	2	4.13	4.07	3.79
5	Math skills	10	12	3	0	0	4.28	4.08	3.97
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	11	8	6	1	0	4.12	4.16	4.00
6B	Interpersonal skills-Co-Workers	11	7	7	1	0	4.08	4.14	4.07
6	Interpersonal skills-overall	22	15	13	2	0	4.10	4.15	4.03
7	Ability to learn new skills	16	6	3	1	0	4.42	4.27	4.31
8	Employee displays work place behaviors:								
8A	Dependability	14	10	2	0	0	4.46	4.43	4.03
8B	Problem solving ability	9	10	6	1	0	4.04	3.86	3.94
8C	Independence	12	6	7	1	0	4.12	4.07	3.81
8D	Decision making ability	7	8	10	1	0	3.81	3.73	3.74
8E	Supports company goals	10	11	4	1	0	4.15	4.15	3.94
8F	Puts in full week of work	18	7	0	0	1	4.58	4.44	4.32
8G	Leadership	5	8	12	1	0	3.65	3.60	3.65
	OVERALL	189	165	98	11	4	4.12	4.06	3.93

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Division Mean Rating	College Mean Rating	1991/92 Division Mean
# Responses	11	8	3	2.36	2.36	2.65
% of Total	50%	36%	14%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Division Mean Rating	College Mean Rating	1991/92 Division Mean
10A	Preferred	12	46%	9	35%	5	19%	2.27	2.28	2.71
10B	Avoided	0	0%	1	4%	24	96%	1.04	1.04	1.03
10C	Offered higher starting wage	7	27%	10	38%	9	35%	1.92	1.65	2.03
10D	Offered promotions	8	31%	12	46%	6	23%	2.08	2.29	2.29

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
INDUSTRIAL & ENGINEERING TECHNOLOGIES

1991/92

	1991/92		1991/92
Total Graduates	141		
Survey Respondents	116	Employers Surveyed	47
Graduates in		Total Respondents/	32
Related Employment/	67	Response Rate	68%
% of Respondents	58%		

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Division Mean Rating	College Mean Rating
1	Job performance skills	8	15	7	1	0	3.97	4.07
2	Equipment usage	7	15	8	1	0	3.90	4.10
3	Job performance knowledge	6	17	6	2	0	3.87	4.03
4	Communication skills							
4A	Communication-Reading	6	18	4	1	0	4.00	4.08
4B	Communication-Writing	2	18	6	3	0	3.66	3.89
4C	Communication-Speaking	5	14	8	3	0	3.70	3.89
4D	Communication-Listening	6	12	9	1	0	3.82	3.96
4	Communication skills-overall	19	62	27	8	0	3.79	3.96
5	Math skills	8	14	7	1	0	3.97	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	12	7	10	1	0	4.00	4.00
6B	Interpersonal skills-Co-Workers	12	10	7	0	1	4.07	4.00
6	Interpersonal skills-overall	24	17	17	1	1	4.03	4.00
7	Ability to learn new skills	14	10	5	0	0	4.31	4.23
8	Employee displays work place behaviors:							
8A	Dependability	14	8	6	2	1	4.03	4.33
8B	Problem solving ability	6	18	6	1	0	3.94	3.93
8C	Independence	10	11	5	4	1	3.81	4.06
8D	Decision making ability	6	15	7	2	1	3.74	3.82
8E	Supports company goals	11	10	8	1	1	3.94	4.05
8F	Puts in full week of work	17	8	5	1	0	4.32	4.36
8G	Leadership	7	12	7	4	1	3.65	3.64
	OVERALL	157	232	121	29	6	3.93	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Division Mean Rating	College Mean Rating
# Responses	19	5	2	2.65	2.47
% of Total	73%	19%	8%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Division Mean Rating	College Mean Rating
10A	Preferred	24	77%	5	16%	2	6%	2.71	2.28
10B	Avoided	0	0%	1	3%	29	97%	1.03	1.07
10C	Offered higher starting wage	10	33%	11	37%	9	30%	2.03	1.74
10D	Offered promotions	11	39%	14	50%	3	11%	2.29	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
AUTOMATED MANUFACTURING/MANUFACTURING ENGINEERING TECHNOLOGY
(AF/BAF)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	11	8			
Survey Respondents	11	6	Employers Surveyed	3	3
Graduates in Related Employment/	8	3	Total Respondents/ Response Rate	3	3
% of Respondents	73%	50%		100%	100%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	0	1	2	0	0	3.33	3.95	4.33
2	Equipment usage	0	1	2	0	0	3.33	4.00	4.00
3	Job performance knowledge	0	2	1	0	0	3.67	3.89	4.00
4	Communication skills								
4A	Communication-Reading	0	2	1	0	0	3.67	4.15	4.67
4B	Communication-Writing	1	1	0	1	0	3.67	4.05	4.00
4C	Communication-Speaking	0	2	1	0	0	3.67	4.02	4.67
4D	Communication-Listening	1	2	0	0	0	4.33	4.06	4.67
4	Communication skills-overall	2	7	2	1	0	3.83	4.07	4.50
5	Math skills	0	2	1	0	0	3.67	4.08	4.67
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	1	1	1	0	0	4.00	4.16	4.33
6B	Interpersonal skills-Co-Workers	2	0	1	0	0	4.33	4.14	4.67
6	Interpersonal skills-overall	3	1	2	0	0	4.17	4.15	4.50
7	Ability to learn new skills	2	1	0	0	0	4.67	4.27	4.33
8	Employee displays work place behaviors:								
8A	Dependability	2	1	0	0	0	4.67	4.43	4.33
8B	Problem solving ability	0	2	1	0	0	3.67	3.86	3.67
8C	Independence	1	0	2	0	0	3.67	4.07	3.67
8D	Decision making ability	0	1	2	0	0	3.33	3.73	3.67
8E	Supports company goals	1	1	1	0	0	4.00	4.15	4.33
8F	Puts in full week of work	2	1	0	0	0	4.67	4.44	4.67
8G	Leadership	0	1	2	0	0	3.33	3.60	4.00
	OVERALL	13	22	18	1	0	3.87	4.06	4.26

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	1	1	1	2.00	2.36	3.00
% of Total	33%	33%	33%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	2	67%	1	33%	0	0%	2.67	2.28	3.00
10B	Avoided	0	0%	0	0%	3	100%	1.00	1.04	1.00
10C	Offered higher starting wage	2	67%	1	33%	0	0%	2.67	1.65	2.67
10D	Offered promotions	1	33%	1	33%	1	33%	2.00	2.29	2.50

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
AUTOMATED MANUFACTURING TECHNOLOGY
(AF)
1991/92

	1991/92		1991/92
Total Graduates	8		
Survey Respondents	6	Employers Surveyed	3
Graduates in		Total Respondents/	3
Related Employment/	3	Response Rate	100%
% of Respondents	50%		

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	2	0	1	0	0	4.33	4.07
2	Equipment usage	1	1	1	0	0	4.00	4.10
3	Job performance knowledge	1	1	1	0	0	4.00	4.03
4	Communication skills							
4A	Communication-Reading	2	1	0	0	0	4.67	4.08
4B	Communication-Writing	0	3	0	0	0	4.00	3.89
4C	Communication-Speaking	2	1	0	0	0	4.67	3.89
4D	Communication-Listening	2	1	0	0	0	4.67	3.96
4	Communication skills-overall	6	6	0	0	0	4.50	3.96
5	Math skills	2	1	0	0	0	4.67	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	2	0	1	0	0	4.33	4.00
6B	Interpersonal skills-Co-Workers	2	1	0	0	0	4.67	4.00
6	Interpersonal skills-overall	4	1	1	0	0	4.50	4.00
7	Ability to learn new skills	2	0	1	0	0	4.33	4.23
8	Employee displays work place behaviors:							
8A	Dependability	2	0	1	0	0	4.33	4.33
8B	Problem solving ability	1	1	0	1	0	3.67	3.93
8C	Independence	1	1	0	1	0	3.67	4.06
8D	Decision making ability	1	1	0	1	0	3.67	3.82
8E	Supports company goals	2	0	1	0	0	4.33	4.05
8F	Puts in full week of work	2	1	0	0	0	4.67	4.36
8G	Leadership	2	0	0	1	0	4.00	3.64
	OVERALL	29	14	7	4	0	4.26	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	3	0	0	3.00	2.47
% of Total	100%	0%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	3	100%	0	0%	0	0%	3.00	2.28
10B	Avoided	0	0%	0	0%	3	100%	1.00	1.07
10C	Offered higher starting wage	2	67%	1	33%	0	0%	2.67	1.74
10D	Offered promotions	1	50%	1	50%	0	0%	2.50	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
CIVIL ENGINEERING TECHNOLOGY
(CT)
1991/92/93 (*)

	1991/92/93		1991/92/93
Total Graduates	30		
Survey Respondents	25	Employers Surveyed	10
Graduates in Related Employment/ % of Respondents	15 / 60%	Total Respondents/ Response Rate	7 / 70%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	2	3	1	1	0	3.86	4.01
2	Equipment usage	3	1	3	0	0	4.00	4.05
3	Job performance knowledge	2	3	1	0	1	3.71	3.96
4	Communication skills							
4A	Communication-Reading	1	5	0	0	1	3.71	4.12
4B	Communication-Writing	1	5	1	0	0	4.00	3.97
4C	Communication-Speaking	1	3	3	0	0	3.71	3.96
4D	Communication-Listening	1	3	2	0	1	3.43	4.01
4	Communication skills-overall	4	16	6	0	2	3.71	4.01
5	Math skills	3	4	0	0	0	4.43	4.04
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	3	1	2	1	0	3.86	4.08
6B	Interpersonal skills-Co-Workers	3	1	2	1	0	3.86	4.07
6	Interpersonal skills-overall	6	2	4	2	0	3.86	4.08
7	Ability to learn new skills	3	3	0	1	0	4.14	4.25
8	Employee displays work place behaviors:							
8A	Dependability	3	3	1	0	0	4.29	4.38
8B	Problem solving ability	1	4	1	1	0	3.71	3.89
8C	Independence	2	3	1	1	0	3.86	4.07
8D	Decision making ability	1	3	2	1	0	3.57	3.77
8E	Supports company goals	2	4	0	1	0	4.00	4.10
8F	Puts in full week of work	4	2	0	0	1	4.14	4.40
8G	Leadership	1	4	1	1	0	3.71	3.62
	OVERALL	37	55	21	9	4	3.89	4.04

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	1	3	1	2.00	2.41
% of Total	20%	60%	20%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	2	29%	3	43%	2	29%	2.00	2.28
10B	Avoided	0	0%	0	0%	7	100%	1.00	1.06
10C	Offered higher starting wage	0	0%	4	57%	3	43%	1.57	1.69
10D	Offered promotions	2	29%	2	29%	3	43%	1.86	2.25

(*) To insure confidentiality where fewer than three program employers responded, 1991/92 and 1992/93 data are combined.

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
ELECTRONICS TECHNOLOGY
(AI/BI/CM/EG/FO/LS)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	45	49			
Survey Respondents	39	40	Employers Surveyed	7	14
Graduates in Related Employment/	15	21	Total Respondents/ Response Rate	6	10
% of Respondents	38%	53%		86%	71%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	5	1	0	0	0	4.83	3.95	4.10
2	Equipment usage	5	1	0	0	0	4.83	4.00	4.20
3	Job performance knowledge	5	0	1	0	0	4.67	3.89	4.00
4	Communication skills								
4A	Communication-Reading	5	1	0	0	0	4.83	4.15	4.20
4B	Communication-Writing	5	1	0	0	0	4.83	4.05	4.00
4C	Communication-Speaking	5	1	0	0	0	4.83	4.02	3.70
4D	Communication-Listening	4	2	0	0	0	4.67	4.06	3.78
4	Communication skills-overall	19	5	0	0	0	4.79	4.07	3.92
5	Math skills	4	1	0	0	0	4.80	4.08	3.89
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	3	3	0	0	0	4.50	4.16	3.90
6B	Interpersonal skills-Co-Workers	2	3	1	0	0	4.17	4.14	4.20
6	Interpersonal skills-overall	5	6	1	0	0	4.33	4.15	4.05
7	Ability to learn new skills	5	1	0	0	0	4.83	4.27	4.33
8	Employee displays work place behaviors:								
8A	Dependability	4	2	0	0	0	4.67	4.43	4.10
8B	Problem solving ability	5	1	0	0	0	4.83	3.86	4.30
8C	Independence	3	3	0	0	0	4.50	4.07	4.10
8D	Decision making ability	3	2	1	0	0	4.33	3.73	4.00
8E	Supports company goals	4	1	1	0	0	4.50	4.15	4.20
8F	Puts in full week of work	4	2	0	0	0	4.67	4.44	4.60
8G	Leadership	3	2	1	0	0	4.33	3.60	3.60
	OVERALL	74	28	5	0	0	4.64	4.06	4.07

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	5	1	0	2.83	2.36	2.71
% of Total	83%	17%	0%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	1	17%	3	50%	2	33%	1.83	2.28	2.50
10B	Avoided	0	0%	0	0%	5	100%	1.00	1.04	1.11
10C	Offered higher starting wage	0	0%	4	67%	2	33%	1.67	1.65	1.89
10D	Offered promotions	1	17%	4	67%	1	17%	2.00	2.29	2.22

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
ELECTRONICS TECHNOLOGY
(AI/BI/CM/EG/FO/LS)
1991/92

	1991/92
Total Graduates	49
Survey Respondents	40
Graduates in Related Employment/ % of Respondents	21 / 53%

	1991/92
Employers Surveyed	14
Total Respondents/ Response Rate	10 / 71%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	3	5	2	0	0	4.10	4.07
2	Equipment usage	3	6	1	0	0	4.20	4.10
3	Job performance knowledge	3	4	3	0	0	4.00	4.03
4	Communication skills							
4A	Communication-Reading	2	8	0	0	0	4.20	4.08
4B	Communication-Writing	2	6	2	0	0	4.00	3.89
4C	Communication-Speaking	1	6	2	1	0	3.70	3.89
4D	Communication-Listening	2	3	4	0	0	3.78	3.96
4	Communication skills-overall	7	23	8	1	0	3.92	3.96
5	Math skills	1	6	2	0	0	3.89	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	3	3	4	0	0	3.90	4.00
6B	Interpersonal skills-Co-Workers	4	4	2	0	0	4.20	4.00
6	Interpersonal skills-overall	7	7	6	0	0	4.05	4.00
7	Ability to learn new skills	3	6	0	0	0	4.33	4.23
8	Employee displays work place behaviors:							
8A	Dependability	4	3	3	0	0	4.10	4.33
8B	Problem solving ability	4	5	1	0	0	4.30	3.93
8C	Independence	4	4	1	1	0	4.10	4.06
8D	Decision making ability	3	5	1	1	0	4.00	3.82
8E	Supports company goals	5	2	3	0	0	4.20	4.05
8F	Puts in full week of work	7	2	1	0	0	4.60	4.36
8G	Leadership	1	5	3	1	0	3.60	3.64
	OVERALL	55	83	35	4	0	4.07	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	5	2	0	2.71	2.47
% of Total	71%	29%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	6	60%	3	30%	1	10%	2.50	2.28
10B	Avoided	0	0%	1	11%	8	89%	1.11	1.07
10C	Offered higher starting wage	3	33%	2	22%	4	44%	1.89	1.74
10D	Offered promotions	4	44%	3	33%	2	22%	2.22	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
MACHINIST GENERAL
(MG)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	18	25			
Survey Respondents	17	19	Employers Surveyed	6	7
Graduates in			Total Respondents/	3	6
Related Employment/	14	14	Response Rate	50%	86%
% of Respondents	82%	74%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	0	2	1	0	0	3.67	3.95	3.40
2	Equipment usage	1	2	0	0	0	4.33	4.00	3.40
3	Job performance knowledge	0	1	2	0	0	3.33	3.89	3.20
4	Communication skills								
4A	Communication-Reading	0	3	0	0	0	4.00	4.15	3.25
4B	Communication-Writing	0	3	0	0	0	4.00	4.05	3.25
4C	Communication-Speaking	0	2	1	0	0	3.67	4.02	3.25
4D	Communication-Listening	0	2	1	0	0	3.67	4.06	3.25
4	Communication skills-overall	0	10	2	0	0	3.83	4.07	3.25
5	Math skills	1	2	0	0	0	4.33	4.08	3.80
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	1	2	0	0	0	4.33	4.16	3.80
6B	Interpersonal skills-Co-Workers	0	2	1	0	0	3.67	4.14	3.40
6	Interpersonal skills-overall	1	4	1	0	0	4.00	4.15	3.60
7	Ability to learn new skills	1	1	1	0	0	4.00	4.27	4.00
8	Employee displays work place behaviors:								
8A	Dependability	1	1	1	0	0	4.00	4.43	3.80
8B	Problem solving ability	0	2	1	0	0	3.67	3.86	3.80
8C	Independence	1	1	1	0	0	4.00	4.07	3.20
8D	Decision making ability	0	1	2	0	0	3.33	3.73	3.40
8E	Supports company goals	1	2	0	0	0	4.33	4.15	3.80
8F	Puts in full week of work	2	1	0	0	0	4.67	4.44	3.80
8G	Leadership	0	1	2	0	0	3.33	3.60	3.40
	OVERALL	9	31	14	0	0	3.91	4.06	3.52

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	2	0	0	3.00	2.36	2.20
% of Total	100%	0%	0%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	3	100%	0	0%	0	0%	3.00	2.28	3.00
10B	Avoided	0	0%	0	0%	3	100%	1.00	1.04	1.00
10C	Offered higher starting wage	2	67%	1	33%	0	0%	2.67	1.65	1.60
10D	Offered promotions	1	33%	2	67%	0	0%	2.33	2.29	2.40

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
MACHINIST GENERAL
(MG)
1991/92

	1991/92		1991/92
Total Graduates	25		
Survey Respondents	19	Employers Surveyed	7
Graduates in Related Employment/	14	Total Respondents/ Response Rate	6
% of Respondents	74%		86%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	0	3	1	1	0	3.40	4.07
2	Equipment usage	0	3	1	1	0	3.40	4.10
3	Job performance knowledge	0	3	0	2	0	3.20	4.03
4	Communication skills							
4A	Communication-Reading	0	2	1	1	0	3.25	4.08
4B	Communication-Writing	0	2	1	1	0	3.25	3.89
4C	Communication-Speaking	0	2	1	1	0	3.25	3.89
4D	Communication-Listening	0	2	1	1	0	3.25	3.96
4	Communication skills-overall	0	8	4	4	0	3.25	3.96
5	Math skills	1	3	0	1	0	3.80	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	2	1	1	1	0	3.80	4.00
6B	Interpersonal skills-Co-Workers	1	2	1	0	1	3.40	4.00
6	Interpersonal skills-overall	3	3	2	1	1	3.60	4.00
7	Ability to learn new skills	2	1	2	0	0	4.00	4.23
8	Employee displays work place behaviors:							
8A	Dependability	2	2	0	0	1	3.80	4.33
8B	Problem solving ability	0	4	1	0	0	3.80	3.93
8C	Independence	2	0	1	1	1	3.20	4.06
8D	Decision making ability	1	2	1	0	1	3.40	3.82
8E	Supports company goals	2	2	0	0	1	3.80	4.05
8F	Puts in full week of work	2	1	1	1	0	3.80	4.36
8G	Leadership	2	0	2	0	1	3.40	3.64
	OVERALL	17	35	16	12	6	3.52	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	3	0	2	2.20	2.47
% of Total	60%	0%	40%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	5	100%	0	0%	0	0%	3.00	2.28
10B	Avoided	0	0%	0	0%	5	100%	1.00	1.07
10C	Offered higher starting wage	1	20%	1	20%	3	60%	1.60	1.74
10D	Offered promotions	2	40%	3	60%	0	0%	2.40	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
TOOLMAKING TECHNOLOGY
(TT)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	14	21			
Survey Respondents	14	19	Employers Surveyed	6	9
Graduates in			Total Respondents/	6	6
Related Employment/	9	10	Response Rate	100%	67%
% of Respondents	64%	53%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	0	3	3	0	0	3.50	3.95	4.00
2	Equipment usage	1	2	3	0	0	3.67	4.00	3.67
3	Job performance knowledge	0	4	2	0	0	3.67	3.89	4.00
4	Communication skills								
4A	Communication-Reading	2	3	1	0	0	4.17	4.15	4.00
4B	Communication-Writing	3	2	0	1	0	4.17	4.05	3.20
4C	Communication-Speaking	2	3	1	0	0	4.17	4.02	3.50
4D	Communication-Listening	3	3	0	0	0	4.50	4.06	4.20
4	Communication skills-overall	10	11	2	1	0	4.25	4.07	3.71
5	Math skills	1	4	1	0	0	4.00	4.08	4.00
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	2	1	3	0	0	3.83	4.16	4.17
6B	Interpersonal skills-Co-Workers	3	1	2	0	0	4.17	4.14	4.00
6	Interpersonal skills-overall	5	2	5	0	0	4.00	4.15	4.08
7	Ability to learn new skills	4	1	1	0	0	4.50	4.27	4.33
8	Employee displays work place behaviors:								
8A	Dependability	4	2	0	0	0	4.67	4.43	3.83
8B	Problem solving ability	2	2	2	0	0	4.00	3.86	3.83
8C	Independence	3	0	3	0	0	4.00	4.07	4.00
8D	Decision making ability	2	1	3	0	0	3.83	3.73	3.67
8E	Supports company goals	2	3	1	0	0	4.17	4.15	3.83
8F	Puts in full week of work	4	2	0	0	0	4.67	4.44	4.17
8G	Leadership	1	1	4	0	0	3.50	3.60	3.50
	OVERALL	39	38	30	1	0	4.06	4.06	3.89

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	2	3	1	2.17	2.36	2.80
% of Total	33%	50%	17%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	4	67%	1	17%	1	17%	2.50	2.28	3.00
10B	Avoided	0	0%	0	0%	6	100%	1.00	1.04	1.00
10C	Offered higher starting wage	3	50%	1	17%	2	33%	2.17	1.65	2.50
10D	Offered promotions	3	50%	2	33%	1	17%	2.33	2.29	2.40

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
TOOLMAKING TECHNOLOGY
(TT)
1991/92

	1991/92		1991/92
Total Graduates	21		
Survey Respondents	19	Employers Surveyed	9
Graduates in Related Employment/ % of Respondents	10 / 53%	Total Respondents/ Response Rate	6 / 67%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	2	2	2	0	0	4.00	4.07
2	Equipment usage	1	2	3	0	0	3.67	4.10
3	Job performance knowledge	1	4	1	0	0	4.00	4.03
4	Communication skills							
4A	Communication-Reading	2	1	2	0	0	4.00	4.08
4B	Communication-Writing	0	2	2	1	0	3.20	3.89
4C	Communication-Speaking	2	0	3	1	0	3.50	3.89
4D	Communication-Listening	2	2	1	0	0	4.20	3.96
4	Communication skills-overall	6	5	8	2	0	3.71	3.96
5	Math skills	2	2	2	0	0	4.00	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	3	1	2	0	0	4.17	4.00
6B	Interpersonal skills-Co-Workers	2	2	2	0	0	4.00	4.00
6	Interpersonal skills-overall	5	3	4	0	0	4.08	4.00
7	Ability to learn new skills	3	2	1	0	0	4.33	4.23
8	Employee displays work place behaviors:							
8A	Dependability	3	1	0	2	0	3.83	4.33
8B	Problem solving ability	1	3	2	0	0	3.83	3.93
8C	Independence	2	2	2	0	0	4.00	4.06
8D	Decision making ability	1	2	3	0	0	3.67	3.82
8E	Supports company goals	2	1	3	0	0	3.83	4.05
8F	Puts in full week of work	3	1	2	0	0	4.17	4.36
8G	Leadership	2	1	1	2	0	3.50	3.64
	OVERALL	34	31	34	6	0	3.89	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	4	1	0	2.80	2.47
% of Total	80%	20%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	6	100%	0	0%	0	0%	3.00	2.28
10B	Avoided	0	0%	0	0%	6	100%	1.00	1.07
10C	Offered higher starting wage	3	50%	3	50%	0	0%	2.50	1.74
10D	Offered promotions	2	40%	3	60%	0	0%	2.40	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
WELDING/WELDING TECHNOLOGY
(WE/WA)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	18	15			
Survey Respondents	16	12	Employers Surveyed	6	6
Graduates in Related Employment/	13	8	Total Respondents/	3	3
% of Respondents	81%	67%	Response Rate	50%	50%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	2	0	1	0	0	4.33	3.95	3.67
2	Equipment usage	2	0	1	0	0	4.33	4.00	4.00
3	Job performance knowledge	2	1	0	0	0	4.67	3.89	3.67
4	Communication skills								
4A	Communication-Reading	1	0	2	0	0	3.67	4.15	3.67
4B	Communication-Writing	1	1	1	0	0	4.00	4.05	3.67
4C	Communication-Speaking	1	1	1	0	0	4.00	4.02	3.67
4D	Communication-Listening	1	1	1	0	0	4.00	4.06	3.33
4	Communication skills-overall	4	3	5	0	0	3.92	4.07	3.58
5	Math skills	2	0	1	0	0	4.33	4.08	3.33
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	2	0	1	0	0	4.33	4.16	4.00
6B	Interpersonal skills-Co-Workers	2	0	1	0	0	4.33	4.14	4.33
6	Interpersonal skills-overall	4	0	2	0	0	4.33	4.15	4.17
7	Ability to learn new skills	2	0	1	0	0	4.33	4.27	4.33
8	Employee displays work place behaviors:								
8A	Dependability	2	1	0	0	0	4.67	4.43	3.33
8B	Problem solving ability	1	1	1	0	0	4.00	3.86	3.33
8C	Independence	2	0	1	0	0	4.33	4.07	3.67
8D	Decision making ability	1	1	1	0	0	4.00	3.73	3.67
8E	Supports company goals	0	2	1	0	0	3.67	4.15	3.00
8F	Puts in full week of work	3	0	0	0	0	5.00	4.44	4.00
8G	Leadership	0	1	2	0	0	3.33	3.60	3.67
	OVERALL	27	10	17	0	0	4.19	4.06	3.69

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	1	1	0	2.50	2.36	2.50
% of Total	50%	50%	0%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	2	67%	1	33%	0	0%	2.67	2.28	2.00
10B	Avoided	0	0%	1	33%	2	67%	1.33	1.04	1.00
10C	Offered higher starting wage	0	0%	1	33%	2	67%	1.33	1.65	1.33
10D	Offered promotions	1	33%	2	67%	0	0%	2.33	2.29	1.67

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
WELDING/WELDING TECHNOLOGY
(WE/WA)
1991/92

	1991/92
Total Graduates	15
Survey Respondents	12
Graduates in Related Employment/ % of Respondents	8 / 67%

	1991/92
Employers Surveyed	6
Total Respondents/ Response Rate	3 / 50%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	0	2	1	0	0	3.67	4.07
2	Equipment usage	1	1	1	0	0	4.00	4.10
3	Job performance knowledge	0	2	1	0	0	3.67	4.03
4	Communication skills							
4A	Communication-Reading	0	2	1	0	0	3.67	4.08
4B	Communication-Writing	0	2	1	0	0	3.67	3.89
4C	Communication-Speaking	0	2	1	0	0	3.67	3.89
4D	Communication-Listening	0	1	2	0	0	3.33	3.96
4	Communication skills-overall	0	7	5	0	0	3.58	3.96
5	Math skills	0	1	2	0	0	3.33	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	1	1	1	0	0	4.00	4.00
6B	Interpersonal skills-Co-Workers	2	0	1	0	0	4.33	4.00
6	Interpersonal skills-overall	3	1	2	0	0	4.17	4.00
7	Ability to learn new skills	2	0	1	0	0	4.33	4.23
8	Employee displays work place behaviors:							
8A	Dependability	0	1	2	0	0	3.33	4.33
8B	Problem solving ability	0	1	2	0	0	3.33	3.93
8C	Independence	1	1	0	1	0	3.67	4.06
8D	Decision making ability	0	2	1	0	0	3.67	3.82
8E	Supports company goals	0	1	1	1	0	3.00	4.05
8F	Puts in full week of work	1	1	1	0	0	4.00	4.36
8G	Leadership	0	2	1	0	0	3.67	3.64
	OVERALL	8	23	21	2	0	3.69	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	1	1	0	2.50	2.47
% of Total	50%	50%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	1	33%	1	33%	1	33%	2.00	2.28
10B	Avoided	0	0%	0	0%	3	100%	1.00	1.07
10C	Offered higher starting wage	0	0%	1	33%	2	67%	1.33	1.74
10D	Offered promotions	0	0%	2	67%	1	33%	1.67	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY

GRADUATE EMPLOYER SURVEY

INTEGRATED STUDIES

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
INTEGRATED STUDIES

1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	125	126			
Survey Respondents	103	109	Employers Surveyed	33	33
Graduates in			Total Respondents/	17	25
Related Employment/	50	43	Response Rate	52%	76%
% of Respondents	49%	39%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Division Mean Rating	College Mean Rating	1991/92 Division Mean
1	Job performance skills	4	10	2	1	0	4.00	3.95	4.18
2	Equipment usage	4	7	4	0	0	4.00	4.00	4.10
3	Job performance knowledge	5	7	4	0	1	3.88	3.89	4.14
4	Communication skills								
4A	Communication-Reading	7	6	3	1	0	4.12	4.15	3.86
4B	Communication-Writing	4	9	3	1	0	3.94	4.05	3.50
4C	Communication-Speaking	6	7	3	1	0	4.06	4.02	3.68
4D	Communication-Listening	7	7	0	3	0	4.06	4.06	3.86
4	Communication skills-overall	24	29	9	6	0	4.04	4.07	3.73
5	Math skills	5	6	3	1	0	4.00	4.08	3.71
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	9	6	2	0	0	4.41	4.16	4.29
6B	Interpersonal skills-Co-Workers	9	6	2	0	0	4.41	4.14	4.32
6	Interpersonal skills-overall	18	12	4	0	0	4.41	4.15	4.30
7	Ability to learn new skills	10	5	2	0	0	4.47	4.27	4.27
8	Employee displays work place behaviors:								
8A	Dependability	9	7	0	0	1	4.35	4.43	4.64
8B	Problem solving ability	8	5	3	1	0	4.18	3.86	4.00
8C	Independence	10	3	3	1	0	4.29	4.07	4.32
8D	Decision making ability	5	7	3	2	0	3.88	3.73	3.91
8E	Supports company goals	8	8	1	0	0	4.41	4.15	4.23
8F	Puts in full week of work	10	6	0	0	1	4.41	4.44	4.67
8G	Leadership	4	7	5	0	1	3.76	3.60	3.82
	OVERALL	124	119	43	12	4	4.15	4.06	4.09

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Division Mean Rating	College Mean Rating	1991/92 Division Mean
# Responses	6	5	4	2.13	2.36	2.60
% of Total	40%	33%	27%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Division Mean Rating	College Mean Rating	1991/92 Division Mean
10A	Preferred	5	29%	4	24%	8	47%	1.82	2.28	2.21
10B	Avoided	0	0%	1	6%	16	94%	1.06	1.04	1.05
10C	Offered higher starting wage	4	25%	4	25%	8	50%	1.75	1.65	1.68
10D	Offered promotions	9	53%	4	24%	4	24%	2.29	2.29	2.26

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
INTEGRATED STUDIES

1991/92

	1991/92		1991/92
Total Graduates	126		
Survey Respondents	109	Employers Surveyed	33
Graduates in Related Employment/	43	Total Respondents/	25
% of Respondents	39%	Response Rate	76%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Division Mean Rating	College Mean Rating
1	Job performance skills	7	12	3	0	0	4.18	4.07
2	Equipment usage	5	12	3	0	0	4.10	4.10
3	Job performance knowledge	8	9	5	0	0	4.14	4.03
4	Communication skills							
4A	Communication-Reading	3	12	6	0	0	3.86	4.08
4B	Communication-Writing	1	11	5	3	0	3.50	3.89
4C	Communication-Speaking	3	10	8	1	0	3.68	3.89
4D	Communication-Listening	4	12	5	1	0	3.86	3.96
4	Communication skills-overall	11	45	24	5	0	3.73	3.96
5	Math skills	1	13	7	0	0	3.71	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	9	9	3	0	0	4.29	4.00
6B	Interpersonal skills-Co-Workers	10	9	3	0	0	4.32	4.00
6	Interpersonal skills-overall	19	18	6	0	0	4.30	4.00
7	Ability to learn new skills	8	13	0	1	0	4.27	4.23
8	Employee displays work place behaviors:							
8A	Dependability	15	6	1	0	0	4.64	4.33
8B	Problem solving ability	6	10	6	0	0	4.00	3.93
8C	Independence	10	9	3	0	0	4.32	4.06
8D	Decision making ability	5	10	7	0	0	3.91	3.82
8E	Supports company goals	9	9	4	0	0	4.23	4.05
8F	Puts in full week of work	15	5	1	0	0	4.67	4.36
8G	Leadership	5	8	9	0	0	3.82	3.64
	OVERALL	124	179	79	6	0	4.09	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Division Mean Rating	College Mean Rating
# Responses	9	6	0	2.60	2.47
% of Total	60%	40%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Division Mean Rating	College Mean Rating
10A	Preferred	9	47%	5	26%	5	26%	2.21	2.28
10B	Avoided	0	0%	1	5%	18	95%	1.05	1.07
10C	Offered higher starting wage	5	26%	3	16%	11	58%	1.68	1.74
10D	Offered promotions	10	53%	4	21%	5	26%	2.26	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
ADVERTISING ART
(AR)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	23	26			
Survey Respondents	19	23	Employers Surveyed	7	6
Graduates in Related Employment/	9	8	Total Respondents/ Response Rate	3	3
% of Respondents	47%	35%		43%	50%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	2	0	1	0	0	4.33	3.95	4.67
2	Equipment usage	2	1	0	0	0	4.67	4.00	4.67
3	Job performance knowledge	1	1	1	0	0	4.00	3.89	4.33
4	Communication skills								
4A	Communication-Reading	1	1	1	0	0	4.00	4.15	4.00
4B	Communication-Writing	1	1	1	0	0	4.00	4.05	3.00
4C	Communication-Speaking	2	1	0	0	0	4.67	4.02	3.67
4D	Communication-Listening	2	0	0	1	0	4.00	4.06	4.33
4	Communication skills-overall	6	3	2	1	0	4.17	4.07	3.82
5	Math skills	1	0	1	0	0	4.00	4.08	3.67
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	2	1	0	0	0	4.67	4.16	4.67
6B	Interpersonal skills-Co-Workers	2	0	1	0	0	4.33	4.14	5.00
6	Interpersonal skills-overall	4	1	1	0	0	4.50	4.15	4.83
7	Ability to learn new skills	2	0	1	0	0	4.33	4.27	5.00
8	Employee displays work place behaviors:								
8A	Dependability	1	2	0	0	0	4.33	4.43	4.33
8B	Problem solving ability	2	0	1	0	0	4.33	3.86	4.00
8C	Independence	2	0	1	0	0	4.33	4.07	4.00
8D	Decision making ability	1	1	1	0	0	4.00	3.73	3.67
8E	Supports company goals	1	2	0	0	0	4.33	4.15	4.33
8F	Puts in full week of work	1	2	0	0	0	4.33	4.44	4.67
8G	Leadership	1	1	1	0	0	4.00	3.60	3.33
	OVERALL	27	14	11	1	0	4.26	4.06	4.21

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	0	3	0	2.00	2.36	2.50
% of Total	0%	100%	0%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	0	0%	2	67%	1	33%	1.67	2.28	2.67
10B	Avoided	0	0%	1	33%	2	67%	1.33	1.04	1.00
10C	Offered higher starting wage	0	0%	2	67%	1	33%	1.67	1.65	1.67
10D	Offered promotions	1	33%	2	67%	0	0%	2.33	2.29	3.00

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
ADVERTISING ART
(AR)
1991/92

	1991/92
Total Graduates	26
Survey Respondents	23
Graduates in Related Employment/	8
% of Respondents	35%

	1991/92
Employers Surveyed	6
Total Respondents/	3
Response Rate	50%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	2	1	0	0	0	4.67	4.07
2	Equipment usage	2	1	0	0	0	4.67	4.10
3	Job performance knowledge	2	0	1	0	0	4.33	4.03
4	Communication skills							
4A	Communication-Reading	1	1	1	0	0	4.00	4.08
4B	Communication-Writing	0	1	0	1	0	3.00	3.89
4C	Communication-Speaking	1	1	0	1	0	3.67	3.89
4D	Communication-Listening	1	2	0	0	0	4.33	3.96
4	Communication skills-overall	3	5	1	2	0	3.82	3.96
5	Math skills	0	2	1	0	0	3.67	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	2	1	0	0	0	4.67	4.00
6B	Interpersonal skills-Co-Workers	3	0	0	0	0	5.00	4.00
6	Interpersonal skills-overall	5	1	0	0	0	4.83	4.00
7	Ability to learn new skills	3	0	0	0	0	5.00	4.23
8	Employee displays work place behaviors:							
8A	Dependability	1	2	0	0	0	4.33	4.33
8B	Problem solving ability	1	1	1	0	0	4.00	3.93
8C	Independence	1	1	1	0	0	4.00	4.06
8D	Decision making ability	1	0	2	0	0	3.67	3.82
8E	Supports company goals	1	2	0	0	0	4.33	4.05
8F	Puts in full week of work	2	1	0	0	0	4.67	4.36
8G	Leadership	0	1	2	0	0	3.33	3.64
	OVERALL	24	18	9	2	0	4.21	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	1	1	0	2.50	2.47
% of Total	50%	50%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	2	67%	1	33%	0	0%	2.67	2.28
10B	Avoided	0	0%	0	0%	3	100%	1.00	1.07
10C	Offered higher starting wage	1	33%	0	0%	2	67%	1.67	1.74
10D	Offered promotions	3	100%	0	0%	0	0%	3.00	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
EARLY CHILDHOOD EDUCATION (incl. North Campus)
(EC)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	23	18			
Survey Respondents	19	14	Employers Surveyed	5	7
Graduates in Related Employment/	7	7	Total Respondents/	3	5
% of Respondents	37%	50%	Response Rate	60%	71%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	0	2	1	0	0	3.67	3.95	4.00
2	Equipment usage	1	1	1	0	0	4.00	4.00	4.00
3	Job performance knowledge	2	0	1	0	0	4.33	3.89	4.20
4	Communication skills								
4A	Communication-Reading	2	0	0	1	0	4.00	4.15	3.80
4B	Communication-Writing	2	0	0	1	0	4.00	4.05	3.60
4C	Communication-Speaking	2	0	0	1	0	4.00	4.02	3.40
4D	Communication-Listening	2	0	0	1	0	4.00	4.06	4.00
4	Communication skills-overall	8	0	0	4	0	4.00	4.07	3.70
5	Math skills	1	1	0	1	0	3.67	4.08	3.75
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	2	0	1	0	0	4.33	4.16	4.40
6B	Interpersonal skills-Co-Workers	2	0	1	0	0	4.33	4.14	4.20
6	Interpersonal skills-overall	4	0	2	0	0	4.33	4.15	4.30
7	Ability to learn new skills	2	0	1	0	0	4.33	4.27	4.20
8	Employee displays work place behaviors:								
8A	Dependability	2	0	0	0	1	3.67	4.43	4.20
8B	Problem solving ability	2	0	0	1	0	4.00	3.86	4.20
8C	Independence	2	0	0	1	0	4.00	4.07	4.40
8D	Decision making ability	1	1	0	1	0	3.67	3.73	4.00
8E	Supports company goals	2	0	1	0	0	4.33	4.15	4.20
8F	Puts in full week of work	2	0	0	0	1	3.67	4.44	4.60
8G	Leadership	1	1	0	0	1	3.33	3.60	4.00
	OVERALL	30	6	7	8	3	3.96	4.06	4.07

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	0	1	2	1.33	2.36	2.20
% of Total	0%	33%	67%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	0	0%	1	33%	2	67%	1.33	2.28	2.00
10B	Avoided	0	0%	0	0%	3	100%	1.00	1.04	1.00
10C	Offered higher starting wage	1	33%	0	0%	2	67%	1.67	1.65	1.80
10D	Offered promotions	1	33%	1	33%	1	33%	2.00	2.29	2.00

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
EARLY CHILDHOOD EDUCATION (incl. North Campus)
(EC)
1991/92

	1991/92
Total Graduates	18
Survey Respondents	14
Graduates in Related Employment/	7
% of Respondents	50%

	1991/92
Employers Surveyed	7
Total Respondents/	5
Response Rate	71%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	1	3	1	0	0	4.00	4.07
2	Equipment usage	1	2	1	0	0	4.00	4.10
3	Job performance knowledge	2	2	1	0	0	4.20	4.03
4	Communication skills							
4A	Communication-Reading	0	4	1	0	0	3.80	4.08
4B	Communication-Writing	0	3	2	0	0	3.60	3.89
4C	Communication-Speaking	0	2	3	0	0	3.40	3.89
4D	Communication-Listening	1	3	1	0	0	4.00	3.96
4	Communication skills-overall	1	12	7	0	0	3.70	3.96
5	Math skills	0	3	1	0	0	3.75	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	3	1	1	0	0	4.40	4.00
6B	Interpersonal skills-Co-Workers	3	0	2	0	0	4.20	4.00
6	Interpersonal skills-overall	6	1	3	0	0	4.30	4.00
7	Ability to learn new skills	2	2	1	0	0	4.20	4.23
8	Employee displays work place behaviors:							
8A	Dependability	3	1	0	1	0	4.20	4.33
8B	Problem solving ability	3	1	0	1	0	4.20	3.93
8C	Independence	3	1	1	0	0	4.40	4.06
8D	Decision making ability	2	2	0	1	0	4.00	3.82
8E	Supports company goals	3	0	2	0	0	4.20	4.05
8F	Puts in full week of work	3	2	0	0	0	4.60	4.36
8G	Leadership	3	0	1	1	0	4.00	3.64
	OVERALL	33	32	19	4	0	4.07	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	2	2	1	2.20	2.47
% of Total	40%	40%	20%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	2	40%	1	20%	2	40%	2.00	2.28
10B	Avoided	0	0%	0	0%	5	100%	1.00	1.07
10C	Offered higher starting wage	2	40%	0	0%	3	60%	1.80	1.74
10D	Offered promotions	2	40%	1	20%	2	40%	2.00	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
GRAPHIC COMMUNICATION/ARTS
(GC/GA)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	21	16			
Survey Respondents	18	15	Employers Surveyed	14	8
Graduates in Related Employment/	17	10	Total Respondents/ Response Rate	7	5
% of Respondents	94%	67%		50%	63%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	1	6	0	0	0	4.14	3.95	3.75
2	Equipment usage	1	3	3	0	0	3.71	4.00	3.75
3	Job performance knowledge	1	4	2	0	0	3.86	3.89	3.75
4	Communication skills								
4A	Communication-Reading	3	3	1	0	0	4.29	4.15	3.75
4B	Communication-Writing	1	5	1	0	0	4.00	4.05	3.50
4C	Communication-Speaking	1	5	1	0	0	4.00	4.02	3.50
4D	Communication-Listening	2	5	0	0	0	4.29	4.06	3.75
4	Communication skills-overall	7	18	3	0	0	4.14	4.07	3.63
5	Math skills	2	4	1	0	0	4.14	4.08	3.50
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	4	3	0	0	0	4.57	4.16	4.00
6B	Interpersonal skills-Co-Workers	4	3	0	0	0	4.57	4.14	3.50
6	Interpersonal skills-overall	8	6	0	0	0	4.57	4.15	3.75
7	Ability to learn new skills	4	3	0	0	0	4.57	4.27	4.00
8	Employee displays work place behaviors:								
8A	Dependability	5	2	0	0	0	4.71	4.43	4.50
8B	Problem solving ability	2	4	1	0	0	4.14	3.86	3.25
8C	Independence	4	3	0	0	0	4.57	4.07	4.00
8D	Decision making ability	2	4	1	0	0	4.14	3.73	3.75
8E	Supports company goals	4	3	0	0	0	4.57	4.15	4.00
8F	Puts in full week of work	5	2	0	0	0	4.71	4.44	4.50
8G	Leadership	1	4	2	0	0	3.86	3.60	3.50
	OVERALL	47	66	13	0	0	4.27	4.06	3.79

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	4	0	1	2.60	2.36	2.67
% of Total	80%	0%	20%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	4	57%	1	14%	2	29%	2.29	2.28	2.00
10B	Avoided	0	0%	0	0%	7	100%	1.00	1.04	1.00
10C	Offered higher starting wage	3	43%	2	29%	2	29%	2.14	1.65	1.50
10D	Offered promotions	6	86%	1	14%	0	0%	2.86	2.29	1.75

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
GRAPHIC COMMUNICATION/ARTS
(GC/GA)
1991/92

	1991/92		1991/92
Total Graduates	16		
Survey Respondents	15	Employers Surveyed	8
Graduates in Related Employment/	10	Total Respondents/ Response Rate	5
% of Respondents	67%		63%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	0	3	1	0	0	3.75	4.07
2	Equipment usage	0	3	1	0	0	3.75	4.10
3	Job performance knowledge	0	3	1	0	0	3.75	4.03
4	Communication skills							
4A	Communication-Reading	0	3	1	0	0	3.75	4.08
4B	Communication-Writing	0	3	0	1	0	3.50	3.89
4C	Communication-Speaking	0	2	2	0	0	3.50	3.89
4D	Communication-Listening	0	3	1	0	0	3.75	3.96
4	Communication skills-overall	0	11	4	1	0	3.63	3.96
5	Math skills	0	2	2	0	0	3.50	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	1	2	1	0	0	4.00	4.00
6B	Interpersonal skills-Co-Workers	0	2	2	0	0	3.50	4.00
6	Interpersonal skills-overall	1	4	3	0	0	3.75	4.00
7	Ability to learn new skills	0	4	0	0	0	4.00	4.23
8	Employee displays work place behaviors:							
8A	Dependability	2	2	0	0	0	4.50	4.33
8B	Problem solving ability	0	1	3	0	0	3.25	3.93
8C	Independence	1	2	1	0	0	4.00	4.06
8D	Decision making ability	0	3	1	0	0	3.75	3.82
8E	Supports company goals	1	2	1	0	0	4.00	4.05
8F	Puts in full week of work	2	2	0	0	0	4.50	4.36
8G	Leadership	0	2	2	0	0	3.50	3.64
	OVERALL	7	44	20	1	0	3.79	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	2	1	0	2.67	2.47
% of Total	67%	33%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	2	50%	0	0%	2	50%	2.00	2.28
10B	Avoided	0	0%	0	0%	4	100%	1.00	1.07
10C	Offered higher starting wage	1	25%	0	0%	3	75%	1.50	1.74
10D	Offered promotions	1	25%	1	25%	2	50%	1.75	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
HUMAN SERVICES (incl. North Campus)
(HS)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	21	25			
Survey Respondents	20	18	Employers Surveyed	6	9
Graduates in Related Employment/	10	12	Total Respondents/ Response Rate	6	9
% of Respondents	50%	67%		100%	100%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	1	2	2	1	0	3.50	3.95	4.25
2	Equipment usage	1	1	2	0	0	3.75	4.00	4.00
3	Job performance knowledge	1	2	1	1	1	3.17	3.89	4.00
4	Communication skills								
4A	Communication-Reading	2	2	1	1	0	3.83	4.15	3.88
4B	Communication-Writing	1	3	0	2	0	3.50	4.05	3.50
4C	Communication-Speaking	1	2	1	2	0	3.33	4.02	3.75
4D	Communication-Listening	1	2	0	3	0	3.17	4.06	3.63
4	Communication skills-overall	5	9	2	8	0	3.46	4.07	3.69
5	Math skills	1	1	3	0	0	3.60	4.08	3.71
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	1	2	2	1	0	3.50	4.16	4.00
6B	Interpersonal skills-Co-Workers	1	3	1	1	0	3.67	4.14	3.88
6	Interpersonal skills-overall	2	5	3	2	0	3.58	4.15	3.94
7	Ability to learn new skills	3	1	2	0	0	4.17	4.27	3.88
8	Employee displays work place behaviors:								
8A	Dependability	2	2	0	2	0	3.67	4.43	4.25
8B	Problem solving ability	2	1	1	2	0	3.50	3.86	4.00
8C	Independence	3	0	1	2	0	3.67	4.07	4.13
8D	Decision making ability	1	2	1	2	0	3.33	3.73	3.88
8E	Supports company goals	2	3	1	0	0	4.17	4.15	3.88
8F	Puts in full week of work	2	2	1	1	0	3.83	4.44	4.00
8G	Leadership	1	2	1	1	1	3.17	3.60	3.25
	OVERALL	27	33	21	22	2	3.58	4.06	3.88

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	2	0	3	1.80	2.36	2.50
% of Total	40%	0%	60%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	3	50%	1	17%	2	33%	2.17	2.28	2.50
10B	Avoided	0	0%	0	0%	6	100%	1.00	1.04	1.13
10C	Offered higher starting wage	0	0%	3	50%	3	50%	1.50	1.65	1.88
10D	Offered promotions	3	50%	1	17%	2	33%	2.17	2.29	2.88

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
HUMAN SERVICES (incl. North Campus)
(HS)
1991/92

	1991/92		1991/92
Total Graduates	25		
Survey Respondents	18	Employers Surveyed	9
Graduates in		Total Respondents/	9
Related Employment/	12	Response Rate	100%
% of Respondents	67%		

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	3	4	1	0	0	4.25	4.07
2	Equipment usage	2	3	2	0	0	4.00	4.10
3	Job performance knowledge	3	2	3	0	0	4.00	4.03
4	Communication skills							
4A	Communication-Reading	1	5	2	0	0	3.88	4.08
4B	Communication-Writing	0	5	2	1	0	3.50	3.89
4C	Communication-Speaking	2	3	2	1	0	3.75	3.89
4D	Communication-Listening	1	4	2	1	0	3.63	3.96
4	Communication skills-overall	4	17	8	3	0	3.69	3.96
5	Math skills	1	3	3	0	0	3.71	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	2	4	2	0	0	4.00	4.00
6B	Interpersonal skills-Co-Workers	2	4	1	1	0	3.88	4.00
6	Interpersonal skills-overall	4	8	3	1	0	3.94	4.00
7	Ability to learn new skills	1	5	2	0	0	3.88	4.23
8	Employee displays work place behaviors:							
8A	Dependability	5	1	1	1	0	4.25	4.33
8B	Problem solving ability	1	6	1	0	0	4.00	3.93
8C	Independence	3	3	2	0	0	4.13	4.06
8D	Decision making ability	2	3	3	0	0	3.88	3.82
8E	Supports company goals	2	3	3	0	0	3.88	4.05
8F	Puts in full week of work	4	1	2	1	0	4.00	4.36
8G	Leadership	0	4	2	2	0	3.25	3.64
	OVERALL	35	63	36	8	0	3.88	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	4	1	1	2.50	2.47
% of Total	67%	17%	17%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	5	63%	2	25%	1	13%	2.50	2.28
10B	Avoided	0	0%	1	13%	7	88%	1.13	1.07
10C	Offered higher starting wage	1	13%	5	63%	2	25%	1.88	1.74
10D	Offered promotions	7	88%	1	13%	0	0%	2.88	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
INDIVIDUAL STUDIES/TECHNOLOGY STUDIES/GENERAL STUDIES (IS/TS/GS)
1991/92/93 (*)

	1991/92/93		1991/92/93
Total Graduates	76		
Survey Respondents	66	Employers Surveyed	9
Graduates in Related Employment/	17	Total Respondents/ Response Rate	7 / 78%
% of Respondents	26%		

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	2	3	2	0	0	4.00	4.01
2	Equipment usage	0	5	1	0	0	3.83	4.05
3	Job performance knowledge	2	3	2	0	0	4.00	3.96
4	Communication skills							
4A	Communication-Reading	2	0	4	0	0	3.67	4.12
4B	Communication-Writing	1	1	3	1	0	3.33	3.97
4C	Communication-Speaking	1	3	3	0	0	3.71	3.96
4D	Communication-Listening	2	1	3	1	0	3.57	4.01
4	Communication skills-overall	6	5	13	2	0	3.58	4.01
5	Math skills	1	3	3	0	0	3.71	4.04
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	3	2	1	0	0	4.33	4.08
6B	Interpersonal skills-Co-Workers	4	3	0	0	0	4.57	4.07
6	Interpersonal skills-overall	7	5	1	0	0	4.46	4.08
7	Ability to learn new skills	3	3	0	1	0	4.14	4.25
8	Employee displays work place behaviors:							
8A	Dependability	5	2	0	0	0	4.71	4.38
8B	Problem solving ability	2	3	2	0	0	4.00	3.89
8C	Independence	3	3	1	0	0	4.29	4.07
8D	Decision making ability	1	3	3	0	0	3.71	3.77
8E	Supports company goals	4	2	1	0	0	4.43	4.10
8F	Puts in full week of work	6	0	0	0	0	5.00	4.40
8G	Leadership	2	3	2	0	0	4.00	3.62
	OVERALL	44	43	31	3	0	4.06	4.04

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	3	1	0	2.75	2.41
% of Total	75%	25%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	2	50%	1	25%	1	25%	2.25	2.28
10B	Avoided	0	0%	0	0%	4	100%	1.00	1.06
10C	Offered higher starting wage	0	0%	0	0%	3	100%	1.00	1.69
10D	Offered promotions	1	25%	1	25%	2	50%	1.75	2.25

(*) To insure confidentiality where fewer than three program employers responded, 1991/92 and 1992/93 data are combined.

PENNSYLVANIA COLLEGE OF TECHNOLOGY

GRADUATE EMPLOYER SURVEY

NATURAL RESOURCES MANAGEMENT/
TRANSPORTATION TECHNOLOGIES

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
NATURAL RESOURCES MANAGEMENT/TRANSPORTATION TECHNOLOGIES

1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	174	176			
Survey Respondents	143	146	Employers Surveyed	48	57
Graduates in Related Employment/	85	91	Total Respondents/ Response Rate	34	40
% of Respondents	59%	62%		71%	70%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Division Mean Rating	College Mean Rating	1991/92 Division Mean
1	Job performance skills	9	17	8	0	0	4.03	3.95	4.00
2	Equipment usage	13	13	7	1	0	4.12	4.00	4.03
3	Job performance knowledge	7	21	4	2	0	3.97	3.89	3.82
4	Communication skills								
4A	Communication-Reading	18	12	4	0	0	4.41	4.15	4.00
4B	Communication-Writing	15	12	6	0	1	4.18	4.05	3.81
4C	Communication-Speaking	17	11	5	1	0	4.29	4.02	3.84
4D	Communication-Listening	17	10	7	0	0	4.29	4.06	3.84
4	Communication skills-overall	67	45	22	1	1	4.29	4.07	3.87
5	Math skills	14	14	6	0	0	4.24	4.08	4.06
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	16	10	6	1	0	4.24	4.16	4.03
6B	Interpersonal skills-Co-Workers	16	9	6	2	0	4.18	4.14	4.08
6	Interpersonal skills-overall	32	19	12	3	0	4.21	4.15	4.05
7	Ability to learn new skills	18	11	3	1	0	4.39	4.27	4.21
8	Employee displays work place behaviors:								
8A	Dependability	22	6	4	1	1	4.38	4.43	4.37
8B	Problem solving ability	10	11	10	3	0	3.82	3.86	3.82
8C	Independence	17	9	6	2	0	4.21	4.07	4.03
8D	Decision making ability	11	8	10	5	0	3.74	3.73	3.82
8E	Supports company goals	16	12	5	0	1	4.24	4.15	4.05
8F	Puts in full week of work	21	7	3	2	1	4.32	4.44	4.39
8G	Leadership	7	11	9	5	1	3.55	3.60	3.78
	OVERALL	264	204	109	26	5	4.14	4.06	4.00

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Division Mean Rating	College Mean Rating	1991/92 Division Mean
# Responses	17	5	4	2.50	2.36	2.53
% of Total	65%	19%	15%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Division Mean Rating	College Mean Rating	1991/92 Division Mean
10A	Preferred	25	74%	5	15%	4	12%	2.62	2.28	2.34
10B	Avoided	1	3%	0	0%	29	97%	1.07	1.04	1.08
10C	Offered higher starting wage	9	30%	11	37%	10	33%	1.97	1.65	1.92
10D	Offered promotions	15	50%	13	43%	2	7%	2.43	2.29	2.11

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
NATURAL RESOURCES MANAGEMENT/TRANSPORTATION TECHNOLOGIES

1991/92

	1991/92		1991/92
Total Graduates	176		
Survey Respondents	146	Employers Surveyed	57
Graduates in Related Employment/ % of Respondents	91 / 62%	Total Respondents/ Response Rate	40 / 70%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Division Mean Rating	College Mean Rating
1	Job performance skills	12	15	10	1	0	4.00	4.07
2	Equipment usage	11	17	10	0	0	4.03	4.10
3	Job performance knowledge	8	16	13	1	0	3.82	4.03
4	Communication skills							
4A	Communication-Reading	12	16	6	3	0	4.00	4.08
4B	Communication-Writing	10	12	11	3	0	3.81	3.89
4C	Communication-Speaking	7	19	9	2	0	3.84	3.89
4D	Communication-Listening	10	15	8	4	0	3.84	3.96
4	Communication skills-overall	39	62	34	12	0	3.87	3.96
5	Math skills	9	19	7	0	0	4.06	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	13	15	8	2	0	4.03	4.00
6B	Interpersonal skills-Co-Workers	14	14	9	1	0	4.08	4.00
6	Interpersonal skills-overall	27	29	17	3	0	4.05	4.00
7	Ability to learn new skills	17	12	9	0	0	4.21	4.23
8	Employee displays work place behaviors:							
8A	Dependability	20	13	4	1	0	4.37	4.33
8B	Problem solving ability	12	10	13	3	0	3.82	3.93
8C	Independence	14	15	6	2	1	4.03	4.06
8D	Decision making ability	13	9	12	4	0	3.82	3.82
8E	Supports company goals	15	12	9	2	0	4.05	4.05
8F	Puts in full week of work	21	12	4	1	0	4.39	4.36
8G	Leadership	10	12	11	2	1	3.78	3.64
	OVERALL	228	253	159	32	2	4.00	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Division Mean Rating	College Mean Rating
# Responses	19	11	2	2.53	2.47
% of Total	59%	34%	6%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Division Mean Rating	College Mean Rating
10A	Preferred	20	53%	11	29%	7	18%	2.34	2.28
10B	Avoided	0	0%	3	8%	35	92%	1.08	1.07
10C	Offered higher starting wage	8	21%	19	50%	11	29%	1.92	1.74
10D	Offered promotions	11	31%	18	50%	7	19%	2.11	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
AUTOMOTIVE ENGINEERING TECHNOLOGY/SERVICE MANAGEMENT (AE/AS)
1991/92/93 (*)

	1991/92/93		1991/92/93
Total Graduates	16		
Survey Respondents	13	Employers Surveyed	4
Graduates in Related Employment/ % of Respondents	6 46%	Total Respondents/ Response Rate	3 75%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	0	2	1	0	0	3.67	4.01
2	Equipment usage	1	1	1	0	0	4.00	4.05
3	Job performance knowledge	0	2	1	0	0	3.67	3.96
4	Communication skills							
4A	Communication-Reading	1	1	0	1	0	3.67	4.12
4B	Communication-Writing	0	1	1	1	0	3.00	3.97
4C	Communication-Speaking	1	1	0	1	0	3.67	3.96
4D	Communication-Listening	1	2	0	0	0	4.33	4.01
4	Communication skills-overall	3	5	1	3	0	3.67	4.01
5	Math skills	1	1	1	0	0	4.00	4.04
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	1	1	1	0	0	4.00	4.08
6B	Interpersonal skills-Co-Workers	2	0	1	0	0	4.33	4.07
6	Interpersonal skills-overall	3	1	2	0	0	4.17	4.08
7	Ability to learn new skills	1	1	1	0	0	4.00	4.25
8	Employee displays work place behaviors:							
8A	Dependability	3	0	0	0	0	5.00	4.38
8B	Problem solving ability	1	0	1	1	0	3.33	3.89
8C	Independence	1	1	0	1	0	3.67	4.07
8D	Decision making ability	1	0	1	1	0	3.33	3.77
8E	Supports company goals	2	1	0	0	0	4.67	4.10
8F	Puts in full week of work	3	0	0	0	0	5.00	4.40
8G	Leadership	1	1	0	0	0	4.50	3.62
	OVERALL	21	16	10	6	0	3.98	4.04

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	2	0	0	3.00	2.41
% of Total	100%	0%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	2	67%	0	0%	1	33%	2.33	2.28
10B	Avoided	0	0%	0	0%	2	100%	1.00	1.06
10C	Offered higher starting wage	1	50%	1	50%	0	0%	2.50	1.69
10D	Offered promotions	1	50%	0	0%	1	50%	2.00	2.25

(*) To insure confidentiality where fewer than three program employers responded, 1991/92 and 1992/93 data are combined.

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
AUTOMOTIVE SERVICE TECHNICIAN
(AM)
1991/92/93 (*)

	1991/92/93
Total Graduates	19
Survey Respondents	18
Graduates in Related Employment/ % of Respondents	9 / 50%

	1991/92/93
Employers Surveyed	8
Total Respondents/ Response Rate	6 / 75%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	2	4	0	0	0	4.33	4.01
2	Equipment usage	3	3	0	0	0	4.50	4.05
3	Job performance knowledge	2	4	0	0	0	4.33	3.96
4	Communication skills							
4A	Communication-Reading	4	1	1	0	0	4.50	4.12
4B	Communication-Writing	3	1	1	0	0	4.40	3.97
4C	Communication-Speaking	3	1	1	0	0	4.40	3.96
4D	Communication-Listening	3	1	1	0	0	4.40	4.01
4	Communication skills-overall	13	4	4	0	0	4.43	4.01
5	Math skills	3	2	1	0	0	4.33	4.04
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	3	3	0	0	0	4.50	4.08
6B	Interpersonal skills-Co-Workers	3	3	0	0	0	4.50	4.07
6	Interpersonal skills-overall	6	6	0	0	0	4.50	4.08
7	Ability to learn new skills	5	1	0	0	0	4.83	4.25
8	Employee displays work place behaviors:							
8A	Dependability	4	1	1	0	0	4.50	4.38
8B	Problem solving ability	2	3	1	0	0	4.17	3.89
8C	Independence	3	2	1	0	0	4.33	4.07
8D	Decision making ability	2	4	0	0	0	4.33	3.77
8E	Supports company goals	2	3	1	0	0	4.17	4.10
8F	Puts in full week of work	4	1	1	0	0	4.50	4.40
8G	Leadership	2	2	2	0	0	4.00	3.62
	OVERALL	53	40	12	0	0	4.39	4.04

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	3	1	2	2.17	2.41
% of Total	50%	17%	33%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	3	50%	3	50%	0	0%	2.50	2.28
10B	Avoided	0	0%	0	0%	6	100%	1.00	1.06
10C	Offered higher starting wage	2	33%	2	33%	2	33%	2.00	1.69
10D	Offered promotions	4	67%	2	33%	0	0%	2.67	2.25

(*) To insure confidentiality where fewer than three program employers responded, 1991/92 and 1992/93 data are combined.

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
AUTOMOTIVE TECHNOLOGY
(AU/TY)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	17	20			
Survey Respondents	14	16	Employers Surveyed	11	9
Graduates in			Total Respondents/	8	6
Related Employment/	13	10	Response Rate	73%	67%
% of Respondents	93%	63%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	4	1	3	0	0	4.13	3.95	3.40
2	Equipment usage	4	2	2	0	0	4.25	4.00	3.60
3	Job performance knowledge	1	5	2	0	0	3.88	3.89	3.40
4	Communication skills								
4A	Communication-Reading	6	2	0	0	0	4.75	4.15	4.00
4B	Communication-Writing	5	3	0	0	0	4.63	4.05	3.80
4C	Communication-Speaking	6	1	1	0	0	4.63	4.02	3.80
4D	Communication-Listening	4	2	2	0	0	4.25	4.06	4.00
4	Communication skills-overall	21	8	3	0	0	4.56	4.07	3.90
5	Math skills	6	1	1	0	0	4.63	4.08	3.80
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	5	1	2	0	0	4.38	4.16	3.80
6B	Interpersonal skills-Co-Workers	5	1	1	1	0	4.25	4.14	4.00
6	Interpersonal skills-overall	10	2	3	1	0	4.31	4.15	3.90
7	Ability to learn new skills	5	2	1	0	0	4.50	4.27	3.60
8	Employee displays work place behaviors:								
8A	Dependability	5	2	1	0	0	4.50	4.43	5.00
8B	Problem solving ability	4	1	2	1	0	4.00	3.86	3.00
8C	Independence	5	2	1	0	0	4.50	4.07	3.60
8D	Decision making ability	5	0	2	1	0	4.13	3.73	2.80
8E	Supports company goals	5	1	2	0	0	4.38	4.15	3.80
8F	Puts in full week of work	5	2	1	0	0	4.50	4.44	4.80
8G	Leadership	2	3	2	1	0	3.75	3.60	3.25
	OVERALL	82	32	26	4	0	4.33	4.06	3.75

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	4	1	1	2.50	2.36	2.67
% of Total	67%	17%	17%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	5	63%	3	38%	0	0%	2.63	2.28	2.20
10B	Avoided	0	0%	0	0%	7	100%	1.00	1.04	1.00
10C	Offered higher starting wage	1	14%	4	57%	2	29%	1.86	1.65	2.20
10D	Offered promotions	3	43%	4	57%	0	0%	2.43	2.29	2.20

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
AUTOMOTIVE TECHNOLOGY
(AU/TY)
1991/92

	1991/92
Total Graduates	20
Survey Respondents	16
Graduates in Related Employment/	10
% of Respondents	63%

	1991/92
Employers Surveyed	9
Total Respondents/	6
Response Rate	67%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	0	2	3	0	0	3.40	4.07
2	Equipment usage	0	3	2	0	0	3.60	4.10
3	Job performance knowledge	0	2	3	0	0	3.40	4.03
4	Communication skills							
4A	Communication-Reading	2	2	0	1	0	4.00	4.08
4B	Communication-Writing	2	1	1	1	0	3.80	3.89
4C	Communication-Speaking	1	3	0	1	0	3.80	3.89
4D	Communication-Listening	1	3	1	0	0	4.00	3.96
4	Communication skills-overall	6	9	2	3	0	3.90	3.96
5	Math skills	0	4	1	0	0	3.80	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	1	2	2	0	0	3.80	4.00
6B	Interpersonal skills-Co-Workers	2	1	2	0	0	4.00	4.00
6	Interpersonal skills-overall	3	3	4	0	0	3.90	4.00
7	Ability to learn new skills	0	3	2	0	0	3.60	4.23
8	Employee displays work place behaviors:							
8A	Dependability	5	0	0	0	0	5.00	4.33
8B	Problem solving ability	0	1	3	1	0	3.00	3.93
8C	Independence	0	4	0	1	0	3.60	4.06
8D	Decision making ability	0	0	4	1	0	2.80	3.82
8E	Supports company goals	1	2	2	0	0	3.80	4.05
8F	Puts in full week of work	4	1	0	0	0	4.80	4.36
8G	Leadership	0	1	3	0	0	3.25	3.64
	OVERALL	19	35	29	6	0	3.75	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	2	1	0	2.67	2.47
% of Total	67%	33%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	2	40%	2	40%	1	20%	2.20	2.28
10B	Avoided	0	0%	0	0%	5	100%	1.00	1.07
10C	Offered higher starting wage	1	20%	4	80%	0	0%	2.20	1.74
10D	Offered promotions	2	40%	2	40%	1	20%	2.20	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
AVIATION MAINTENANCE TECHNICIAN/AVIATION TECHNOLOGY
(AC/AD)
1991/92/93 (*)

	1991/92/93		1991/92/93
Total Graduates	47		
Survey Respondents	36	Employers Surveyed	6
Graduates in		Total Respondents/	5
Related Employment/	9	Response Rate	83%
% of Respondents	25%		

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	1	3	1	0	0	4.00	4.01
2	Equipment usage	1	4	0	0	0	4.20	4.05
3	Job performance knowledge	0	3	1	1	0	3.40	3.96
4	Communication skills							
4A	Communication-Reading	1	3	1	0	0	4.00	4.12
4B	Communication-Writing	1	2	2	0	0	3.80	3.97
4C	Communication-Speaking	1	3	1	0	0	4.00	3.96
4D	Communication-Listening	1	3	1	0	0	4.00	4.01
4	Communication skills-overall	4	11	5	0	0	3.95	4.01
5	Math skills	1	3	1	0	0	4.00	4.04
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	3	1	0	1	0	4.20	4.08
6B	Interpersonal skills-Co-Workers	3	1	0	1	0	4.20	4.07
6	Interpersonal skills-overall	6	2	0	2	0	4.20	4.08
7	Ability to learn new skills	1	3	0	1	0	3.80	4.25
8	Employee displays work place behaviors:							
8A	Dependability	1	3	0	0	1	3.60	4.38
8B	Problem solving ability	0	3	1	1	0	3.40	3.89
8C	Independence	1	2	1	1	0	3.60	4.07
8D	Decision making ability	0	2	2	1	0	3.20	3.77
8E	Supports company goals	1	3	0	0	1	3.60	4.10
8F	Puts in full week of work	1	3	0	0	1	3.60	4.40
8G	Leadership	0	1	2	0	1	2.75	3.62
	OVERALL	18	46	14	7	4	3.75	4.04

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	0	3	0	2.00	2.41
% of Total	0%	100%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	2	40%	1	20%	2	40%	2.00	2.28
10B	Avoided	0	0%	0	0%	4	100%	1.00	1.06
10C	Offered higher starting wage	0	0%	2	50%	2	50%	1.50	1.69
10D	Offered promotions	1	25%	2	50%	1	25%	2.00	2.25

(*) To insure confidentiality where fewer than three program employers responded, 1991/92 and 1992/93 data are combined.

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
DIESEL TECHNICIAN/DIESEL TECHNOLOGY/MECHANICS
(DC/DD/DM)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	22	21			
Survey Respondents	18	19	Employers Surveyed	7	7
Graduates in Related Employment/	16	15	Total Respondents/	6	6
% of Respondents	89%	79%	Response Rate	86%	86%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	2	2	2	0	0	4.00	3.95	4.40
2	Equipment usage	2	3	1	0	0	4.17	4.00	4.20
3	Job performance knowledge	2	3	0	1	0	4.00	3.89	4.00
4	Communication skills								
4A	Communication-Reading	2	4	0	0	0	4.33	4.15	4.00
4B	Communication-Writing	2	4	0	0	0	4.33	4.05	4.00
4C	Communication-Speaking	2	4	0	0	0	4.33	4.02	4.00
4D	Communication-Listening	2	3	1	0	0	4.17	4.06	3.20
4	Communication skills-overall	8	15	1	0	0	4.29	4.07	3.80
5	Math skills	1	4	1	0	0	4.00	4.08	3.75
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	2	2	1	0	0	4.20	4.16	3.80
6B	Interpersonal skills-Co-Workers	2	2	1	0	0	4.20	4.14	3.80
6	Interpersonal skills-overall	4	4	2	0	0	4.20	4.15	3.80
7	Ability to learn new skills	3	3	0	0	0	4.50	4.27	4.20
8	Employee displays work place behaviors:								
8A	Dependability	4	1	0	1	0	4.33	4.43	4.20
8B	Problem solving ability	2	3	1	0	0	4.17	3.86	3.80
8C	Independence	4	1	1	0	0	4.50	4.07	4.00
8D	Decision making ability	2	3	0	1	0	4.00	3.73	3.80
8E	Supports company goals	1	4	1	0	0	4.00	4.15	3.60
8F	Puts in full week of work	4	1	0	1	0	4.33	4.44	4.00
8G	Leadership	2	3	0	1	0	4.00	3.60	3.40
	OVERALL	41	50	10	5	0	4.20	4.06	3.90

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	4	0	1	2.60	2.36	2.40
% of Total	80%	0%	20%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	5	83%	0	0%	1	17%	2.67	2.28	2.60
10B	Avoided	1	17%	0	0%	5	83%	1.33	1.04	1.20
10C	Offered higher starting wage	3	50%	0	0%	3	50%	2.00	1.65	2.00
10D	Offered promotions	2	33%	3	50%	1	17%	2.17	2.29	1.75

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
DIESEL TECHNICIAN/TECHNOLOGY/MECHANICS
(DC/DD/DM)
1991/92

	1991/92
Total Graduates	21
Survey Respondents	19
Graduates in Related Employment/	15
% of Respondents	79%

	1991/92
Employers Surveyed	7
Total Respondents/	6
Response Rate	86%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	3	1	1	0	0	4.40	4.07
2	Equipment usage	2	2	1	0	0	4.20	4.10
3	Job performance knowledge	2	1	2	0	0	4.00	4.03
4	Communication skills							
4A	Communication-Reading	2	1	2	0	0	4.00	4.08
4B	Communication-Writing	2	1	2	0	0	4.00	3.89
4C	Communication-Speaking	1	3	1	0	0	4.00	3.89
4D	Communication-Listening	1	1	1	2	0	3.20	3.96
4	Communication skills-overall	6	6	6	2	0	3.80	3.96
5	Math skills	1	1	2	0	0	3.75	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	2	1	1	1	0	3.80	4.00
6B	Interpersonal skills-Co-Workers	2	1	1	1	0	3.80	4.00
6	Interpersonal skills-overall	4	2	2	2	0	3.80	4.00
7	Ability to learn new skills	3	0	2	0	0	4.20	4.23
8	Employee displays work place behaviors:							
8A	Dependability	1	4	0	0	0	4.20	4.33
8B	Problem solving ability	2	0	3	0	0	3.80	3.93
8C	Independence	2	1	2	0	0	4.00	4.06
8D	Decision making ability	2	0	3	0	0	3.80	3.82
8E	Supports company goals	2	0	2	1	0	3.60	4.05
8F	Puts in full week of work	3	0	1	1	0	4.00	4.36
8G	Leadership	1	1	2	1	0	3.40	3.64
	OVERALL	34	19	29	7	0	3.90	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	2	3	0	2.40	2.47
% of Total	40%	60%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	3	60%	2	40%	0	0%	2.60	2.28
10B	Avoided	0	0%	1	20%	4	80%	1.20	1.07
10C	Offered higher starting wage	1	20%	3	60%	1	20%	2.00	1.74
10D	Offered promotions	0	0%	3	75%	1	25%	1.75	2.21

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
FOREST TECHNOLOGY
(FR/WD)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	21	14			
Survey Respondents	18	13	Employers Surveyed	4	7
Graduates in			Total Respondents/	3	7
Related Employment/	6	8	Response Rate	75%	100%
% of Respondents	33%	62%			

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	0	3	0	0	0	4.00	3.95	3.57
2	Equipment usage	0	2	1	0	0	3.67	4.00	3.71
3	Job performance knowledge	0	3	0	0	0	4.00	3.89	3.57
4	Communication skills								
4A	Communication-Reading	1	2	0	0	0	4.33	4.15	3.83
4B	Communication-Writing	0	2	1	0	0	3.67	4.05	3.50
4C	Communication-Speaking	1	0	1	1	0	3.33	4.02	3.43
4D	Communication-Listening	1	1	1	0	0	4.00	4.06	3.86
4	Communication skills-overall	3	5	3	1	0	3.83	4.07	3.65
5	Math skills	1	2	0	0	0	4.33	4.08	4.17
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	1	1	1	0	0	4.00	4.16	3.86
6B	Interpersonal skills-Co-Workers	1	1	1	0	0	4.00	4.14	3.86
6	Interpersonal skills-overall	2	2	2	0	0	4.00	4.15	3.86
7	Ability to learn new skills	2	1	0	0	0	4.67	4.27	4.00
8	Employee displays work place behaviors:								
8A	Dependability	2	1	0	0	0	4.67	4.43	4.14
8B	Problem solving ability	0	1	2	0	0	3.33	3.86	3.71
8C	Independence	1	1	1	0	0	4.00	4.07	3.86
8D	Decision making ability	0	0	3	0	0	3.00	3.73	3.71
8E	Supports company goals	1	2	0	0	0	4.33	4.15	3.86
8F	Puts in full week of work	1	2	0	0	0	4.33	4.44	4.43
8G	Leadership	0	1	1	1	0	3.00	3.60	3.43
	OVERALL	13	26	13	2	0	3.93	4.06	3.80

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	1	1	1	2.00	2.36	2.00
% of Total	33%	33%	33%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	3	100%	0	0%	0	0%	3.00	2.28	2.00
10B	Avoided	0	0%	0	0%	3	100%	1.00	1.04	1.14
10C	Offered higher starting wage	0	0%	2	100%	0	0%	2.00	1.65	1.57
10D	Offered promotions	0	0%	2	100%	0	0%	2.00	2.29	2.17

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
FOREST TECHNOLOGY
(FR/WD)
1991/92

	1991/92
Total Graduates	14
Survey Respondents	13
Graduates in Related Employment/ % of Respondents	8 / 62%

	1991/92
Employers Surveyed	7
Total Respondents/ Response Rate	7 / 100%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	2	1	3	1	0	3.57	4.07
2	Equipment usage	2	1	4	0	0	3.71	4.10
3	Job performance knowledge	1	3	2	1	0	3.57	4.03
4	Communication skills							
4A	Communication-Reading	1	3	2	0	0	3.83	4.08
4B	Communication-Writing	1	1	4	0	0	3.50	3.89
4C	Communication-Speaking	0	3	4	0	0	3.43	3.89
4D	Communication-Listening	3	1	2	1	0	3.86	3.96
4	Communication skills-overall	5	8	12	1	0	3.65	3.96
5	Math skills	2	3	1	0	0	4.17	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	3	1	2	1	0	3.86	4.00
6B	Interpersonal skills-Co-Workers	2	2	3	0	0	3.86	4.00
6	Interpersonal skills-overall	5	3	5	1	0	3.86	4.00
7	Ability to learn new skills	3	1	3	0	0	4.00	4.23
8	Employee displays work place behaviors:							
8A	Dependability	4	1	1	1	0	4.14	4.33
8B	Problem solving ability	2	2	2	1	0	3.71	3.93
8C	Independence	2	4	0	0	1	3.86	4.06
8D	Decision making ability	2	2	2	1	0	3.71	3.82
8E	Supports company goals	3	1	2	1	0	3.86	4.05
8F	Puts in full week of work	4	2	1	0	0	4.43	4.36
8G	Leadership	2	2	1	1	1	3.43	3.64
	OVERALL	39	34	39	9	2	3.80	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	2	3	2	2.00	2.47
% of Total	29%	43%	29%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	3	43%	1	14%	3	43%	2.00	2.28
10B	Avoided	0	0%	1	14%	6	86%	1.14	1.07
10C	Offered higher starting wage	1	14%	2	29%	4	57%	1.57	1.74
10D	Offered promotions	2	33%	3	50%	1	17%	2.17	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
INTERIOR PLANTSCAPE/FLORAL DESIGN
(FD)
1991/92/93 (*)

	1991/92/93		1991/92/93
Total Graduates	15		
Survey Respondents	13	Employers Surveyed	6
Graduates in Related Employment/	9	Total Respondents/ Response Rate	3
% of Respondents	69%		50%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	1	0	2	0	0	3.67	4.01
2	Equipment usage	1	0	2	0	0	3.67	4.05
3	Job performance knowledge	1	0	2	0	0	3.67	3.96
4	Communication skills							
4A	Communication-Reading	1	1	1	0	0	4.00	4.12
4B	Communication-Writing	1	1	0	0	1	3.33	3.97
4C	Communication-Speaking	1	1	1	0	0	4.00	3.96
4D	Communication-Listening	1	1	1	0	0	4.00	4.01
4	Communication skills-overall	4	4	3	0	1	3.83	4.01
5	Math skills	1	1	1	0	0	4.00	4.04
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	0	1	2	0	0	3.33	4.08
6B	Interpersonal skills-Co-Workers	1	0	2	0	0	3.67	4.07
6	Interpersonal skills-overall	1	1	4	0	0	3.50	4.08
7	Ability to learn new skills	1	0	2	0	0	3.67	4.25
8	Employee displays work place behaviors:							
8A	Dependability	0	1	2	0	0	3.33	4.38
8B	Problem solving ability	0	1	2	0	0	3.33	3.89
8C	Independence	1	0	2	0	0	3.67	4.07
8D	Decision making ability	1	0	2	0	0	3.67	3.77
8E	Supports company goals	1	0	2	0	0	3.67	4.10
8F	Puts in full week of work	0	1	1	1	0	3.00	4.40
8G	Leadership	1	0	1	1	0	3.33	3.62
	OVERALL	14	9	28	2	1	3.61	4.04

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	2	0	0	3.00	2.41
% of Total	100%	0%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	2	67%	0	0%	1	33%	2.33	2.28
10B	Avoided	0	0%	0	0%	3	100%	1.00	1.06
10C	Offered higher starting wage	0	0%	2	67%	1	33%	1.67	1.69
10D	Offered promotions	1	33%	1	33%	1	33%	2.00	2.25

(*) To insure confidentiality where fewer than three program employers responded, 1991/92 and 1992/93 data are combined.

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
LANDSCAPE/NURSERY TECHNOLOGY
(LN)
1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	20	25			
Survey Respondents	15	19	Employers Surveyed	8	8
Graduates in Related Employment/	12	15	Total Respondents/ Response Rate	6	5
% of Respondents	80%	79%		75%	63%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
1	Job performance skills	1	5	0	0	0	4.17	3.95	4.20
2	Equipment usage	3	2	0	1	0	4.17	4.00	4.00
3	Job performance knowledge	3	2	1	0	0	4.33	3.89	4.00
4	Communication skills								
4A	Communication-Reading	4	1	1	0	0	4.50	4.15	4.20
4B	Communication-Writing	4	1	1	0	0	4.50	4.05	3.80
4C	Communication-Speaking	3	2	1	0	0	4.33	4.02	4.00
4D	Communication-Listening	5	1	0	0	0	4.83	4.06	3.40
4	Communication skills-overall	16	5	3	0	0	4.54	4.07	3.85
5	Math skills	2	4	0	0	0	4.33	4.08	3.80
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	3	2	1	0	0	4.33	4.16	4.00
6B	Interpersonal skills-Co-Workers	2	2	2	0	0	4.00	4.14	4.00
6	Interpersonal skills-overall	5	4	3	0	0	4.17	4.15	4.00
7	Ability to learn new skills	3	3	0	0	0	4.50	4.27	4.40
8	Employee displays work place behaviors:								
8A	Dependability	4	1	1	0	0	4.50	4.43	4.40
8B	Problem solving ability	1	2	2	1	0	3.50	3.86	4.00
8C	Independence	3	1	2	0	0	4.17	4.07	4.40
8D	Decision making ability	2	1	2	1	0	3.67	3.73	4.20
8E	Supports company goals	4	1	1	0	0	4.50	4.15	4.20
8F	Puts in full week of work	4	1	1	0	0	4.50	4.44	4.40
8G	Leadership	1	2	3	0	0	3.67	3.60	4.20
	OVERALL	52	34	19	3	0	4.25	4.06	4.09

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating	1991/92 Program Mean
# Responses	4	1	0	2.80	2.36	3.00
% of Total	80%	20%	0%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating	1991/92 Program Mean
10A	Preferred	5	83%	1	17%	0	0%	2.83	2.28	3.00
10B	Avoided	0	0%	0	0%	5	100%	1.00	1.04	1.00
10C	Offered higher starting wage	3	50%	2	33%	1	17%	2.33	1.65	2.60
10D	Offered promotions	5	83%	1	17%	0	0%	2.83	2.29	2.60

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
LANDSCAPE/NURSERY TECHNOLOGY
(LN)
1991/92

	1991/92		1991/92
Total Graduates	25		
Survey Respondents	19	Employers Surveyed	8
Graduates in Related Employment/	15	Total Respondents/ Response Rate	5
% of Respondents	79%		63%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	1	4	0	0	0	4.20	4.07
2	Equipment usage	1	3	1	0	0	4.00	4.10
3	Job performance knowledge	1	3	1	0	0	4.00	4.03
4	Communication skills							
4A	Communication-Reading	2	2	1	0	0	4.20	4.08
4B	Communication-Writing	1	2	2	0	0	3.80	3.89
4C	Communication-Speaking	1	3	1	0	0	4.00	3.89
4D	Communication-Listening	1	1	2	1	0	3.40	3.96
4	Communication skills-overall	5	8	6	1	0	3.85	3.96
5	Math skills	1	2	2	0	0	3.80	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	1	3	1	0	0	4.00	4.00
6B	Interpersonal skills-Co-Workers	1	3	1	0	0	4.00	4.00
6	Interpersonal skills-overall	2	6	2	0	0	4.00	4.00
7	Ability to learn new skills	2	3	0	0	0	4.40	4.23
8	Employee displays work place behaviors:							
8A	Dependability	3	1	1	0	0	4.40	4.33
8B	Problem solving ability	1	3	1	0	0	4.00	3.93
8C	Independence	2	3	0	0	0	4.40	4.06
8D	Decision making ability	2	2	1	0	0	4.20	3.82
8E	Supports company goals	2	2	1	0	0	4.20	4.05
8F	Puts in full week of work	2	3	0	0	0	4.40	4.36
8G	Leadership	2	2	1	0	0	4.20	3.64
	OVERALL	27	45	17	1	0	4.09	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	5	0	0	3.00	2.47
% of Total	100%	0%	0%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	5	100%	0	0%	0	0%	3.00	2.28
10B	Avoided	0	0%	0	0%	5	100%	1.00	1.07
10C	Offered higher starting wage	3	60%	2	40%	0	0%	2.60	1.74
10D	Offered promotions	3	60%	2	40%	0	0%	2.60	2.21

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
SERVICE & OPERATION OF HEAVY CONSTRUCTION EQUIPMENT
(SO)
1991/92/93 (*)

	1991/92/93
Total Graduates	38
Survey Respondents	33
Graduates in Related Employment/	26
% of Respondents	79%

	1991/92/93
Employers Surveyed	12
Total Respondents/	7
Response Rate	58%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Program Mean Rating	College Mean Rating
1	Job performance skills	1	4	2	0	0	3.86	4.01
2	Equipment usage	1	4	2	0	0	3.86	4.05
3	Job performance knowledge	0	5	2	0	0	3.71	3.96
4	Communication skills							
4A	Communication-Reading	0	5	1	1	0	3.57	4.12
4B	Communication-Writing	0	4	2	1	0	3.43	3.97
4C	Communication-Speaking	0	5	2	0	0	3.71	3.96
4D	Communication-Listening	0	5	2	0	0	3.71	4.01
4	Communication skills-overall	0	19	7	2	0	3.61	4.01
5	Math skills	0	5	1	0	0	3.83	4.04
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	1	6	0	0	0	4.14	4.08
6B	Interpersonal skills-Co-Workers	1	6	0	0	0	4.14	4.07
6	Interpersonal skills-overall	2	12	0	0	0	4.14	4.08
7	Ability to learn new skills	3	2	1	0	0	4.33	4.25
8	Employee displays work place behaviors:							
8A	Dependability	3	3	1	0	0	4.29	4.38
8B	Problem solving ability	4	1	2	0	0	4.29	3.89
8C	Independence	3	2	1	1	0	4.00	4.07
8D	Decision making ability	2	3	0	2	0	3.71	3.77
8E	Supports company goals	3	4	0	0	0	4.43	4.10
8F	Puts in full week of work	4	2	1	0	0	4.43	4.40
8G	Leadership	1	3	2	1	0	3.57	3.62
	OVERALL	27	69	22	6	0	3.94	4.04

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Program Mean Rating	College Mean Rating
# Responses	3	2	1	2.33	2.41
% of Total	50%	33%	17%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Program Mean Rating	College Mean Rating
10A	Preferred	4	57%	2	29%	1	14%	2.43	2.28
10B	Avoided	0	0%	1	14%	6	86%	1.14	1.06
10C	Offered higher starting wage	1	14%	3	43%	3	43%	1.71	1.69
10D	Offered promotions	1	14%	4	57%	2	29%	1.86	2.25

(*) To insure confidentiality where fewer than three program employers responded, 1991/92 and 1992/93 data are combined.

PENNSYLVANIA COLLEGE OF TECHNOLOGY

GRADUATE EMPLOYER SURVEY

NORTH CAMPUS

PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
NORTH CAMPUS

1992/93 - 1991/92

	1992/93	1991/92		1992/93	1991/92
Total Graduates	56	49			
Survey Respondents	49	35	Employers Surveyed	18	20
Graduates in Related Employment/	28	29	Total Respondents/	12	16
% of Respondents	57%	83%	Response Rate	67%	80%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Campus Mean Rating	College Mean Rating	1991/92 Campus Mean
1	Job performance skills	6	3	3	0	0	4.25	3.95	3.85
2	Equipment usage	7	2	2	0	0	4.45	4.00	3.92
3	Job performance knowledge	6	3	2	1	0	4.17	3.89	3.77
4	Communication skills								
4A	Communication-Reading	5	3	3	1	0	4.00	4.15	3.54
4B	Communication-Writing	5	3	2	2	0	3.92	4.05	3.46
4C	Communication-Speaking	4	4	2	2	0	3.83	4.02	3.38
4D	Communication-Listening	4	5	1	2	0	3.92	4.06	3.38
4	Communication skills-overall	18	15	8	7	0	3.92	4.07	3.44
5	Math skills	4	5	3	0	0	4.08	4.06	3.75
6	Interpersonal skills								
6A	Interpersonal skills-Supervisors	6	4	1	1	0	4.25	4.16	3.54
6B	Interpersonal skills-Co-Workers	5	5	1	1	0	4.17	4.14	3.25
6	Interpersonal skills-overall	11	9	2	2	0	4.21	4.15	3.40
7	Ability to learn new skills	6	3	3	0	0	4.25	4.27	3.69
8	Employee displays work place behaviors:								
8A	Dependability	9	1	0	2	0	4.42	4.43	3.46
8B	Problem solving ability	5	3	2	2	0	3.92	3.86	3.38
8C	Independence	6	3	1	2	0	4.08	4.07	3.62
8D	Decision making ability	4	4	3	1	0	3.92	3.73	3.46
8E	Supports company goals	6	4	2	0	0	4.33	4.15	3.54
8F	Puts in full week of work	8	2	1	1	0	4.42	4.44	3.77
8G	Leadership	2	6	2	1	1	3.58	3.60	3.15
	OVERALL	98	83	34	19	1	4.11	4.06	3.55

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Campus Mean Rating	College Mean Rating	1991/92 Campus Mean
# Responses	6	1	2	2.44	2.36	2.11
% of Total	67%	11%	22%			

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Campus Mean Rating	College Mean Rating	1991/92 Campus Mean
10A	Preferred	6	60%	4	40%	0	0%	2.60	2.28	2.15
10B	Avoided	0	0%	0	0%	11	100%	1.00	1.04	1.08
10C	Offered higher starting wage	0	0%	6	60%	4	40%	1.60	1.65	1.69
10D	Offered promotions	7	64%	4	36%	0	0%	2.64	2.29	2.18

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PENNSYLVANIA COLLEGE OF TECHNOLOGY
GRADUATE EMPLOYER SURVEY
NORTH CAMPUS

1991/92

	1991/92		1991/92
Total Graduates	49		
Survey Respondents	35	Employers Surveyed	20
Graduates in Related Employment/	29	Total Respondents/ Response Rate	16
% of Respondents	83%		80%

JOB/TECHNICAL SKILL RATINGS

	Job Skills	Extremely Well (5)	Well (4)	Ade-quate (3)	Below Average (2)	Poor (1)	Campus Mean Rating	College Mean Rating
1	Job performance skills	2	7	4	0	0	3.85	4.07
2	Equipment usage	3	6	4	0	0	3.92	4.10
3	Job performance knowledge	2	6	5	0	0	3.77	4.03
4	Communication skills							
4A	Communication-Reading	2	3	8	0	0	3.54	4.08
4B	Communication-Writing	2	3	7	1	0	3.46	3.89
4C	Communication-Speaking	2	2	8	1	0	3.38	3.89
4D	Communication-Listening	2	2	8	1	0	3.38	3.96
4	Communication skills-overall	8	10	31	3	0	3.44	3.96
5	Math skills	2	5	5	0	0	3.75	4.00
6	Interpersonal skills							
6A	Interpersonal skills-Supervisors	3	2	7	1	0	3.54	4.00
6B	Interpersonal skills-Co-Workers	2	1	7	2	0	3.25	4.00
6	Interpersonal skills-overall	5	3	14	3	0	3.40	4.00
7	Ability to learn new skills	2	5	6	0	0	3.69	4.23
8	Employee displays work place behaviors:							
8A	Dependability	3	4	2	4	0	3.46	4.33
8B	Problem solving ability	2	3	6	2	0	3.38	3.93
8C	Independence	3	3	6	1	0	3.62	4.06
8D	Decision making ability	3	3	4	3	0	3.46	3.82
8E	Supports company goals	4	0	8	1	0	3.54	4.05
8F	Puts in full week of work	4	4	3	2	0	3.77	4.36
8G	Leadership	3	1	4	5	0	3.15	3.64
	OVERALL	46	60	102	24	0	3.55	4.03

PREPARATION RELATIVE TO SIMILAR EMPLOYEES

Preparation	Better Prepared (3)	No visible Difference (2)	Less Prepared (1)	Campus Mean Rating	College Mean Rating
# Responses	4	2	3	2.11	2.47
% of Total	44%	22%	33%		

LIKELY FUTURE ACTION REGARDING PENN COLLEGE GRADUATES

	As openings occur, Penn College grad would be:	Yes (3) #	Yes (3) %	Unsure (2) #	Unsure (2) %	No (1) #	No (1) %	Campus Mean Rating	College Mean Rating
10A	Preferred	5	38%	5	38%	3	23%	2.15	2.28
10B	Avoided	0	0%	1	8%	12	92%	1.08	1.07
10C	Offered higher starting wage	0	0%	9	69%	4	31%	1.69	1.74
10D	Offered promotions	4	36%	5	45%	2	18%	2.18	2.21

PENNSYLVANIA COLLEGE OF TECHNOLOGY

GRADUATE EMPLOYER SURVEY

APPENDICES

PENNSYLVANIA COLLEGE OF TECHNOLOGY
1994 EMPLOYER SURVEY

Thank you for your valuable time. Your response will provide us with important information to make improvements to our programs, to meet your future workforce needs. Your individual response will be strictly confidential. It will not be shared with your employee.

One of our recent graduates, .&STDLL1,
has given us written permission to ask you about his/her work performance. Please respond to the following questions with that employee in mind. If you employ more than one of our graduates, you will receive a separate survey to fill out for each individual.

****

Please indicate how well the employee (our graduate) does in the following areas: (Please circle one response for each item.)

Job/technical skills	Extremely Well		Ade-quately		Below Average	Poorly
1. Skills to perform job	5		4	3	2	1
2. Use of equipment to perform job	5		4	3	2	1
3. Knowledge to perform job	5		4	3	2	1
4. Communication skills:						
A. Reading	5		4	3	2	1
B. Writing	5		4	3	2	1
C. Speaking	5		4	3	2	1
D. Listening	5		4	3	2	1
5. Math skills to perform job	5		4	3	2	1
6. Level of interpersonal skills:						
A. Supervisors	5		4	3	2	1
B. Co-workers	5		4	3	2	1
7. Ability to learn new skills	5		4	3	2	1
8. Employee displays work place behaviors:						
A. Dependability	5		4	3	2	1
B. Ability to solve problems	5		4	3	2	1
C. Ability to work independently	5		4	3	2	1
D. Ability to make decisions	5		4	3	2	1
E. Supports company goals	5		4	3	2	1
F. Puts in full week of work	5		4	3	2	1
G. Leadership	5		4	3	2	1

9. Compared to other employees doing similar work, how would you rank the Penn College graduate? (please check one)

_____ Better prepared
_____ Less prepared
_____ No visible difference
_____ Can't judge, no basis for comparison.

10. As openings occur, would you (please circle yes, no, or not sure)

A. Give preference to a graduate with Penn College training?	YES	NO	NOT SURE
B. Avoid a Penn College graduate?	YES	NO	NOT SURE
C. Offer a higher starting wage to a Penn College graduate?	YES	NO	NOT SURE
D. Offer promotions to the Penn College graduate?	YES	NO	NOT SURE

11. What special skills did the Penn College graduate bring to the job?

_____
_____
_____

12. What training, coursework, or knowledge did the Penn College graduate lack?

_____
_____
_____

13. Additional comments? (Use other side if needed)

_____
_____
_____
_____
_____

14. May we contact you in the future to share your recommendations on workforce training with our faculty and planning staff?

_____Yes _____No

Your name_____Title_____

.&EMPLL1
.&EMPLL2
.&EMPLL3
.&EMPLL4

Your telephone number_____

If the pre-printed address above needs correction, please do so. Thank you again for your time. Please return this survey in the enclosed pre-paid envelope, by May 2, 1994. If you have questions, please call 717/326-3761, Ext. 7771.

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March 1, 1994

Supervisor of .&STDLL1
.&EMPLL1
.&EMPLL2
.&EMPLL3
.&EMPLL4

Dear Supervisor of .&STDLL1:

In order to meet our ongoing goal of providing well-trained and qualified employees, we at the Pennsylvania College of Technology (Penn College) request the assistance of our graduates' employers. The enclosed questionnaire presents you with an opportunity to grade various aspects of the work performance of a Penn College graduate, .&STDLL1, employed by you. This graduate has given us written permission (enclosed) to contact you.

The questionnaire is brief and should be completed by the supervisor of this graduate. All information will be kept strictly confidential. Of course, your name and that of your employee will never be identified with your individual responses and are printed on the survey only to allow us to contact and remind those who do not return the survey.

Please take a few minutes to complete the questionnaire and return it in the enclosed postage-paid envelope by March 21. If you have any questions concerning this study, please contact Steve Cunningham, Institutional Research Specialist, at 717-326-3761, extension 7567. We appreciate your valuable assistance and time.

Sincerely,

Sandra M. Slotnick
Director of Strategic Planning and Research

Enclosures (3)
Questionnaire
Return Envelope
Permission enclosure

April 18, 1994

Supervisor of .&STDLL1
.&EMPLL1
.&EMPLL2
.&EMPLL3
.&EMPLL4

Dear Supervisor of .&STDLL1:

In order to meet our ongoing goal of providing well-trained and qualified employees, we at the Pennsylvania College of Technology (Penn College) request the assistance of you, our graduates' employers. Several weeks ago you received a survey regarding the work performance of .&STDLL1, from the Office of Strategic Planning and Research at Penn College. Such feedback from employers of our graduates has been one of the most effective ways to correct any problems and maintain our educational strengths for future students.

At this time we have not received your response. We are enclosing another survey, and hope that you will take this opportunity to evaluate various aspects of the work performance of a Penn College graduate, .&STDLL1, employed by you.
This graduate has given us written consent to contact you. A copy of this consent was mailed to you with the last survey. If you desire another copy, please let us know.

Would you please take a few minutes to complete the enclosed survey and return it to us in the postage-paid envelope by May 2, 1994.
All responses will be kept strictly confidential. If you have any questions concerning this study, please contact Steve Cunningham, Institutional Research Specialist, at 717/326-3761, ext. 7567.
Thank you for your valuable assistance and time.

Sincerely,

Sandra M. Slotnick
Director of Strategic Planning and Research

Enclosures (2)
Questionnaire
Return Envelope